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ABSTRACT

This report presents 28 tables of data about staff employed by postsecondary institutions in the fall of 1991, using data from the Integrated Postsecondary Education Data System (IPEDS). The data indicate the number of staff employed by postsecondary institutions by staff categories such as faculty, managers, and research assistants and by personal characteristics such as full-time/part-time employment status and sex. Data are presented by level and control of institution and by the institution status as a higher education institution. Highlights of the data include the following: (1) almost two-thirds (64%) of all employees in postsecondary institutions were professional and over half (33.6%) of the professional staff were faculty; (2) colleges differ widely by institutional level in their practices of employing full-time staff, as 75 percent of the employees at four-year colleges were employed on a full-time basis compared with 54 percent in two-year and over 65 percent in less-than-two-year institutions; (3) men were employed in greater numbers than women in each type of professional category except in the professional non-faculty category where women comprised 61 percent of the staff; and (4) between 1989 and 1991 the number of faculty employed by four-year and two-year institutions increased by 2 and 6 percent respectively. A glossary and survey methodology discussion conclude the report. (JB)

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February 1995

Fall Staff in Postsecondary Institutions, 1991

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E.D. TABS

February 1995

**Fall Staff in Postsecondary
Institutions, 1991**

Rosa Fernandez
Postsecondary Education Statistics Division

**U.S. Department of Education
Office of Educational Research and Improvement**

NCES 95-317

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February 1995

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Highlights

- Almost two-thirds of all employees in postsecondary institutions were professional (table 1B) and over half of the professional staff were faculty (table 1D).
- Colleges differ widely by institutional level in their practices of employing full-time staff. Seventy-five percent of the employees at 4-year colleges were employed on a full-time basis compared with 55 percent in 2-year (table 4C) and 66 percent in less-than-2-year institutions (table 5).
- The proportion of staff in professional occupations varied considerably by institutional level. The highest proportion (85.3 percent) occurred in less-than-2-year institutions (table 5); in 2-year institutions it was 70.4 percent, and in 4-year institutions it was 61.3 percent (table 4A).
- Men were employed in greater numbers than women in each type of professional category except in the professional nonfaculty category, where women comprised 61 percent of the staff (table 1A).
- Between 1989 and 1991, the number of faculty employed by 4-year and 2-year institutions increased by 2 and 6 percent, respectively (table 2C and 3C). In 4-year schools the number of full-time faculty increased 2 percent and the number of part-time faculty increased 1.4 percent (table 2C). In 2-year schools, the total number of faculty decreased by 2 percent, although there was a 5 percent increase in the number of full-time faculty and a 7 percent decrease of part-time faculty (table 3C).

Introduction

This report presents detailed tabulations of data on staff employed by postsecondary institutions in the fall of 1991. It also includes summary data from the fall of 1989. The data are from the "Fall Staff" survey which is part of the Integrated Postsecondary Education Data System (IPEDS) of the National Center for Education Statistics (NCES). IPEDS provides comprehensive and consistent data for all postsecondary institutions in the United States and outlying areas, including higher education institutions.

The 1991 IPEDS Fall Staff survey collected information on the number of staff employed by postsecondary institutions by staff categories such as faculty, managers, research assistants by full-time and part-time employment status, and sex. Data are presented for each of these employment and personal characteristics by level and control of institution and by the institution's status as a higher education institution.

Staff in Postsecondary Institutions

Over 2.6 million persons were employed in the Nation's more than 10,000 postsecondary institutions in fall 1991. Of these, 1.8 million (68 percent) were employed by public institutions, .8 million were employed in private, nonprofit institutions and 81 thousand were employed in for-profit institutions (table 1).

Most staff (71 percent) were full-time employees (table 1A) and almost 64 percent were considered professionals (table 1C) by reporting institutions (table 1C). Instructional and research faculty made up over one-third (33.6 percent) of all employees (table 1C). Women accounted for over half (51.9 percent) of persons employed in postsecondary institutions (table 1A).

Eighty-one percent of persons employed in 4-year or 2-year postsecondary institutions were in 4-year institutions, although 85 percent of those employed full-time were in 4-year schools while only 70 percent of those employed part-time were in 4-year schools (table 4B).

Over 2.5 million or 96 percent of all employees were in higher education institutions, that subset of postsecondary schools that are accredited at the higher education level as recognized by the Secretary of Education (table 6).

Professional Staff

Of the 64 percent of staff who were considered professional, 52.8 percent were either instructional or research faculty, over 25 percent were service or support professionals, and fewer than 10 percent were executive or professional administrative staff (table 1B).

More than 78 percent of professionals employed by 4-year and 2-year postsecondary institutions were employed in 4-year institutions. Four-year institutions employed 81 percent of all executive/administrative employees, 70 percent of all faculty, and 90 percent of support/service professionals (table 4B).

Almost two-thirds (64.7 percent) of professional staff were employed full-time and the majority were men (55.6 percent). However, these parameters changed somewhat depending on the particular staff category. For example, 96 percent of executive staff were full-time, 64 percent of faculty were full-time and 84 percent of support professionals were full-time. Instruction/research assistants, on the other hand, were, by definition, all part-time employees. Similarly, 57 percent, 63 percent and 60 percent of executive, faculty and assistants were men, but only 39 percent of support professionals were men (table 1A).

Since 1989, the number of professional staff grew by slightly over 3 percent, although the number of women professionals grew at over twice that rate. All of this growth was among instruction/research assistants and support professionals, with the number of executives/managers actually decreasing by 4.6 percent and the number of faculty decreasing slightly (.5 percent decrease) (table 1E).

Non-professional Staff

Almost 43 percent of non-professional staff were classified as clerical/secretarial, another 25 percent were service/maintenance staff, while 24 percent were technical staff and paraprofessionals. Given this distribution of occupational categories, it is reasonable to expect that the picture of non-professional employees in postsecondary institutions might be different from that of the professional staff, and, to some extent it is (table 1B). While 36 percent of all staff were non-professional staff, 42 percent of all full-time staff were non-professional. Thus, non-professionals were more likely to be employed full-time than professionals (table 1C). Eighty-two percent of the non-professional staff were full-time employees. Women comprised almost 65 percent of the non-professional staff but only 44 percent of professional staff. Women comprised a large majority of staff in the clerical/secretarial and technical and paraprofessional occupations, but only 7 percent of those employed in skilled crafts occupations (table 1A).

Since 1989, there has been very little change in the total number of non-professional staff employed by postsecondary institutions - a less than 1 percent increase. However, changes in the number of non-professional staff were very uneven across the various occupational categories. For example, there was an 11 percent decrease in the number of clerical/secretarial staff, but a 30 percent increase in the number of technical/paraprofessional staff. The relatively large changes in these two occupational categories are due primarily to the changes in the number of part-time staff in these categories, which may reflect changing institutional policy on the use of staff; or, they may result from the problems involved in maintaining consistent records of part-time staff over time (table 1F).

Institutional Staffing Patterns

One of the greatest assets of postsecondary institutions is their staff. Staff are an important resource, but they are also the single largest source of expenditures for postsecondary institutions. In FY91, for example, almost 59% of higher education institutions' total education and general expenditures were allocated to salaries.¹ Further, as with expenditure patterns, staffing patterns of postsecondary institutions may suggest institutional priorities so it is of interest to compare staffing patterns among different types of institutions. Changes in staffing patterns over time are also of interest since they may provide insights into how institutions are coping within the current milieu of fiscal constraints and increased competition for enrollment.

¹State Higher Education Profiles

There are several patterns of staff usage that can be examined through the 1991 fall staff survey. The mix of professional versus non-professional staff, the distribution of professional staff among administrators, faculty and support professionals, and the use of part- versus full-time staff, in general and within specific occupational categories.

Professional versus non-professional staff

While about 64 percent of all staff employed in postsecondary education institutions were professionals, over 70 percent of staff in 2-year institutions were professionals compared to about 61 percent in 4-year institutions. Both public and private non-profit 2-year schools had about the same percentage of professional staff (70 percent), but among 4-year institutions public 4-year institutions had a higher percentage of professional staff than did private, non-profit institutions (66.6 percent to 60.4 percent). Private for-profit schools had the highest percentages of professional staff with almost 88 percent of staff in 4-year, for-profit schools and almost 81 percent of staff in 2-year, for-profit schools classified as professional (table 4A).

Interestingly, when staff are separated by full- and part-time employment status, 4-year institutions look more similar with respect to their professional and non-professional split while 2-year institutions look somewhat different. For example, about 56 percent of all full-time staff were professionals in public and private, non-profit 4-year schools, while over 70 percent of part-time staff were professional (table 2B). Sixty-one percent of full-time staff in 2-year public schools were professional, compared to 69 percent in 2-year private, non-profit schools (table 3B). The percentage of professional staff in private, for-profit schools was over 80 percent for both full- and part-time staff in both 4-year and 2-year institutions (tables 2B and 3B respectively).

Distribution of Staff

Four-year public and private institutions seem to allocate their staff somewhat differently especially their professional staff. Four-year public institutions have a lower percentage of administrators and faculty and a higher percentage of support professionals and instruction/research assistants than privates (table 4D). These differences generally hold for full-time staff, except that public 4-year institutions have a slightly higher percentage of full-time faculty than private non-profits (table 4E).

Public 2-year schools tend to have a smaller percentage of administrative professionals than private 2-year institutions, and a higher percentage of faculty, although in all types of 2-year schools over 70 percent of their professional staff are faculty (table 4D). Full-time professionals in 2-year schools are allocated much the same way as all professional staff although among full-time professional staff there is a higher percentage of administrators and a lower percentage of faculty (table 4E).

Public and private, non-profit 4-year and 2-year institutions allocate their professional staff very differently. Less than half of the professional staff in 4-year schools are faculty while 72 percent of professional staff in 2-year schools are faculty (table 4D). Four-year institutions allocate almost three times as many of their professional staff to professional support positions than do 2-year institutions. These differences tend to hold for both full- and part-time professional staff (tables 4E and 4F).

With regard to non-professional staff, public institutions, regardless of level have very similar patterns of full-time and part-time non-professional staff. Among full-time non-professionals in public institutions, 47 percent are in clerical/secretarial positions, 19 percent are in technical/paraprofessional occupations, and 26 percent are in service/maintenance positions (table 1D). Private, non-profit 4-year institutions have a similar pattern of full-time nonprofessional employees, although with a slightly higher percentage of clerical/secretarial staff (49 percent). Private, non-profit 2-year institutions and private, for-profit 4- and 2-year institutions have different non-professional staff profiles. In private, for profit 4-year schools about 70 percent of the full-time non-professional staff is clerical/secretarial. In private, non-profit 2-year schools 35 percent of full-time non-professionals are clerks/secretaries and in private, for-profit 2-year schools 40 percent are in this category. Additionally, 34 percent of non-professional employees in private, for profit 2-year schools were classified as 'other employees' by reporting institutions (table 4E).

Use of part-time staff

There are very substantial differences in the use of part-time staff among the various postsecondary institutional sectors. In the public sector, about 75 percent of employees of 4-year institutions are full-time, only 54 percent of employees of 2-year institutions are employed full time. Of those employed in faculty positions, 80 percent of faculty in 4-year schools are full-time, but only 44 percent of faculty in 2-year public schools are full time. The majority of employees in other staff categories are employed full-time by both 4- and 2-year public institutions, except for technical/paraprofessionals employed in 2-year institutions who are more likely to be employed part-time (table 4C).

In the private, non-profit sector, there are differences between the 4-year and 2-year institutions in the use of part-time staff as well, but the differences are not as great as between the two types of public institutions. Seventy-five percent of employees in private non-profit 4-year institutions are employed full-time, in 2-year private, non profit institutions over 65 percent of all staff are full-time employees. Of faculty employed in private non-profit institutions, about 10 percent fewer faculty were employed full-time in 2-year private, non-profit institutions than in 4-year private, non-profit institutions (54 percent versus 64 percent) (table 4C).

In the private, for-profit sector 71 percent of all staff employed by 4-year institutions were full-time, while 69 percent of all staff employed by 2-year institutions were full-time. Of the faculty employed by these schools, 68 percent of 4-year-school faculty were employed full-time compared to 56 percent of faculty at 2-year schools (table 4C).

Changes in staff since 1989

The number of individuals employed by all 4-year institutions in the nation increased by slightly more than 2 percent between 1989 and 1991. The largest percentage increases was in the number of technical/paraprofessionals (24.5 percent increase), the number of instruction/research assistants (9.0 percent increase) and the number of support/service professionals (6.8 percent increase). The number of executive/administrative/managerial, clerical/secretarial, skilled crafts, and service/maintenance employees went down in this 2-year period. The number of full- and part-time staff both increased, although the percentage increase in the number of part-time staff was substantially higher than the percentage increase in the number of full-time staff (table 2C).

The changes in staff between 1989 and 1991 for all 4-year institutions are reflected in both public and private, non profit 4-year schools (table 2C).

Two-year institutions increased their total number of staff by almost 6 percent between 1989 and 1991. The largest percentage increases for 2-year schools were in the number of technical/paraprofessionals (61.3 percent increase) and the number of executives/managers (9.5 percent increase). It is worth noting that the number of faculty employed by 2-year institutions decreased by 2.0 percent in the 2-year period between 1989 and 1991. However, the number of full-time faculty increased 5.3 percent and the number of part-time faculty actually decreased by 7.2 percent. This is quite different from the changes observed in the faculty employment patterns of 4-year institutions (table 3C).

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Table 1.--Number of employees in postsecondary institutions, by primary occupation and by employment status, sex, and control of institution:
50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,662,085	1,280,205	1,381,880	1,890,890	903,062	987,828	771,196	377,143	394,052
Professional staff	1,693,416	941,111	752,305	1,096,347	620,645	475,701	597,069	320,466	276,603
Executive/administrative/managerial	162,647	93,100	69,547	135,383	89,964	65,421	7,262	3,136	4,126
Faculty (instruction/research)	893,842	559,511	334,331	573,772	385,214	188,559	320,070	174,298	145,773
Instruction/research assistants	197,946	119,246	78,700	na	na	na	197,946	119,246	78,700
Professional (support/service)	438,980	169,254	269,726	367,189	145,467	221,722	71,791	23,787	48,004
Nonprofessional staff	968,669	339,094	629,575	794,543	282,416	512,127	174,126	56,677	117,449
Technical and paraprofessionals	235,196	80,280	154,915	147,976	62,076	85,900	87,220	18,204	69,016
Clerical and secretarial	413,778	46,196	367,582	371,859	31,919	339,940	41,919	14,277	27,642
Skilled crafts	66,644	62,143	4,501	63,429	59,950	3,479	3,215	2,193	1,022
Service/maintenance	240,638	145,650	94,988	202,121	124,923	77,198	38,517	20,727	17,790
Other employees	12,413	4,824	7,589	9,158	3,548	5,610	3,256	1,276	1,979
Public, total	1,812,382	881,799	930,583	1,261,268	611,325	649,943	551,114	270,474	280,640
Professional staff	1,156,418	649,584	506,834	722,117	417,116	305,001	434,301	232,468	201,833
Executive/administrative/managerial	86,261	54,134	32,127	83,293	52,739	30,554	2,968	1,395	1,573
Faculty (instruction/research)	599,358	374,664	224,694	390,804	264,055	126,749	208,554	110,609	97,945
Instruction/research assistants	173,560	104,186	69,374	na	na	na	173,560	104,186	69,374
Professional (support/service)	297,239	116,600	180,639	248,020	100,322	147,698	49,219	16,278	32,941
Nonprofessional staff	655,964	232,215	423,749	539,151	194,209	344,942	116,813	38,006	78,807
Technical and paraprofessionals	162,118	55,753	106,365	102,348	43,134	59,214	59,570	12,619	46,951
Clerical and secretarial	279,434	31,045	248,389	248,535	20,195	228,360	30,879	10,850	20,029
Skilled crafts	48,444	45,243	3,201	46,490	43,879	2,611	1,954	1,364	590
Service/maintenance	161,256	98,237	63,019	137,778	85,481	52,297	23,478	12,756	10,722
Other employees	4,712	1,937	2,775	3,780	1,520	2,260	932	417	515
Private, nonprofit	767,890	362,224	405,665	572,698	266,959	305,740	195,191	95,266	99,926
Professional staff	467,291	259,616	207,675	325,651	181,571	144,081	141,640	78,046	63,595
Executive/administrative/managerial	61,627	32,984	28,643	58,609	31,694	26,915	3,018	1,290	1,727
Faculty (instruction/research)	249,633	162,202	87,431	156,568	107,534	48,835	93,264	54,668	38,596
Instruction/research assistants	24,165	14,895	9,270	na	na	na	24,165	14,895	9,270
Professional (support/service)	131,867	49,335	82,532	110,674	42,343	68,331	21,193	7,192	14,001
Nonprofessional staff	300,598	102,608	197,990	247,047	85,388	161,659	53,551	17,220	36,331
Technical and paraprofessionals	70,482	23,589	46,893	44,013	18,375	25,637	26,469	5,213	21,256
Clerical and secretarial	131,548	14,816	116,732	120,886	11,493	109,393	10,662	3,323	7,339
Skilled crafts	17,964	16,750	1,214	16,780	15,947	833	1,184	803	381
Service/maintenance	78,557	46,765	31,792	63,782	39,006	24,776	14,775	7,759	7,016
Other employees	2,048	688	1,359	1,586	567	1,020	461	122	339
Private, for profit	81,813	36,182	45,632	56,923	24,778	32,145	24,890	11,403	13,487
Professional staff	69,707	31,911	37,796	48,578	21,959	26,620	21,128	9,953	11,176
Executive/administrative/managerial	14,759	5,982	8,778	13,483	5,531	7,952	1,276	450	826
Faculty (instruction/research)	44,852	22,645	22,206	26,600	13,625	12,975	18,252	9,021	9,231
Instruction/research assistants	221	165	56	na	na	na	221	165	56
Professional (support/service)	9,874	3,119	6,755	8,495	2,802	5,693	1,379	317	1,063
Nonprofessional staff	12,107	4,271	7,836	8,345	2,820	5,525	3,762	1,451	2,311
Technical and paraprofessionals	2,596	939	1,657	1,415	567	848	1,180	372	809
Clerical and secretarial	2,796	335	2,461	2,418	231	2,187	378	104	274
Skilled crafts	236	150	86	159	124	35	77	26	51
Service/maintenance	825	648	177	561	436	125	264	212	52
Other employees	5,654	2,199	3,455	3,792	1,461	2,330	1,862	737	1,125

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS),

*Fall Staff survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 1A.--Percent distribution of men and women employees in postsecondary institutions, by primary occupation and by employment status, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,662,083	48.1	51.9	71.0	47.8	52.2	29.0	48.9	51.1
Professional staff	1,693,416	35.6	44.4	64.7	36.6	43.4	35.3	53.7	46.3
Executive/administrative/managerial	162,647	37.2	42.8	95.3	37.9	42.1	4.5	43.2	56.8
Faculty (instruction/research)	893,842	62.6	37.4	64.2	67.1	32.9	33.8	54.5	45.5
Instruction/research assistants	197,946	60.2	39.8	na	na	na	100.0	60.2	39.8
Professional (support/service)	438,980	38.6	61.4	83.6	39.6	60.4	16.4	33.1	66.9
Nonprofessional staff	968,669	35.0	65.0	82.0	33.5	64.5	18.0	32.5	67.5
Technical and paraprofessionals	235,196	34.1	65.9	62.9	42.0	58.0	37.1	20.9	79.1
Clerical and secretarial	413,778	11.2	88.8	89.9	8.6	91.4	10.1	34.1	65.9
Skilled crafts	66,644	93.2	6.8	95.2	94.5	5.5	4.8	68.2	31.8
Service/maintenance	240,638	60.3	39.3	84.0	61.8	38.2	16.0	53.8	46.2
Other employees	12,413	38.9	61.1	73.8	38.7	61.3	26.2	39.2	60.8
Public, total	1,812,382	48.7	51.3	69.6	48.5	51.5	30.4	49.1	50.9
Professional staff	1,156,418	36.2	43.8	62.4	37.8	42.2	37.6	53.5	46.5
Executive/administrative/managerial	86,261	62.8	37.2	96.6	63.3	36.7	3.4	47.0	53.0
Faculty (instruction/research)	599,358	62.5	37.5	63.2	67.6	32.4	34.8	53.0	47.0
Instruction/research assistants	173,560	60.0	40.0	na	na	na	100.0	60.0	40.0
Professional (support/service)	297,239	39.2	60.8	83.4	40.4	59.6	16.6	33.1	66.9
Nonprofessional staff	655,964	35.4	64.6	82.2	36.0	64.0	17.8	32.5	67.5
Technical and paraprofessionals	162,118	34.4	65.6	63.3	42.1	57.9	36.7	21.2	78.8
Clerical and secretarial	279,434	11.1	88.9	88.9	8.1	91.9	11.1	35.1	64.9
Skilled crafts	48,444	93.4	6.6	96.0	94.4	5.6	4.0	69.8	30.2
Service/maintenance	161,256	60.9	39.1	85.4	62.0	38.0	14.6	54.3	45.7
Other employees	4,712	41.1	58.9	80.2	40.2	59.8	19.8	44.7	55.3
Private, nonprofit	767,890	47.2	52.8	74.6	46.6	53.4	25.4	48.8	51.2
Professional staff	467,291	35.6	44.4	69.7	35.8	44.2	30.3	55.1	44.9
Executive/administrative/managerial	61,627	33.5	46.5	95.1	34.1	45.9	4.9	42.7	57.2
Faculty (instruction/research)	249,633	65.0	35.0	62.6	68.8	31.2	37.4	58.6	41.4
Instruction/research assistants	24,165	61.6	38.4	na	na	na	100.0	61.6	38.4
Professional (support/service)	131,867	37.6	62.4	83.9	38.3	61.7	16.1	33.9	66.1
Nonprofessional staff	300,598	34.1	65.9	82.2	34.6	65.4	17.8	32.2	67.8
Technical and paraprofessionals	70,482	33.5	66.5	62.4	41.7	58.2	37.6	19.7	80.3
Clerical and secretarial	131,548	11.3	88.7	91.9	9.5	90.5	8.1	31.2	68.8
Skilled crafts	17,964	93.2	6.8	93.4	93.0	6.0	6.6	67.8	32.2
Service/maintenance	78,537	59.5	40.5	81.2	61.2	38.8	18.8	52.5	47.5
Other employees	2,048	33.6	66.4	77.4	35.8	64.3	22.5	26.5	73.5
Private, for profit	81,813	44.2	55.8	69.6	43.5	56.5	30.4	45.8	54.2
Professional staff	69,707	43.8	56.2	69.7	45.2	54.8	30.3	47.1	52.9
Executive/administrative/managerial	14,739	40.3	59.7	91.4	41.0	59.0	8.6	35.3	64.7
Faculty (instruction/research)	44,852	50.5	49.5	59.3	51.2	48.8	40.7	49.4	50.6
Instruction/research assistants	221	74.7	25.3	na	na	na	100.0	74.7	25.3
Professional (support/service)	9,874	31.6	68.4	86.0	33.0	67.0	14.0	23.0	77.1
Nonprofessional staff	12,107	35.3	64.7	68.9	33.8	66.2	31.1	38.6	61.4
Technical and paraprofessionals	2,596	36.2	63.8	54.5	40.1	59.9	43.5	31.5	68.6
Clerical and secretarial	2,796	12.0	88.0	86.5	9.6	90.4	13.5	27.5	72.5
Skilled crafts	236	63.6	36.4	67.4	78.0	22.0	32.6	33.8	66.2
Service/maintenance	825	78.5	21.5	68.0	77.7	22.3	32.0	80.3	19.7
Other employees	5,654	38.9	61.1	67.1	38.5	61.4	32.9	39.6	60.4

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991

Table 1B.--Number and percent distribution of professional and nonprofessional employees in postsecondary institutions, by primary occupation, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total		Men		Women	
	Number	Percent Distribution	Number	Percent Distribution	Number	Percent Distribution
Total	2,662,083		1,280,205	48.1	1,381,880	51.9
Professional staff	1,693,416	100.0	941,111	100.0	752,305	100.0
Executive/administrative/managerial	162,647	9.6	93,100	9.9	69,547	9.2
Faculty (instruction/research)	893,842	52.8	559,511	59.5	334,331	44.4
Instruction/research assistants	197,946	11.7	119,246	12.7	78,700	10.5
Professional (support/service)	438,980	25.9	169,254	18.0	269,726	35.9
Nonprofessional staff	968,669	100.0	339,094	100.0	629,575	100.0
Technical and paraprofessionals	235,196	24.3	80,280	23.7	154,915	24.6
Clerical and secretarial	413,778	42.7	46,196	13.6	367,582	58.4
Skilled crafts	66,644	6.9	62,143	18.3	4,501	0.7
Service/maintenance	240,638	24.8	145,650	43.0	94,988	15.1
Other employees	12,413	1.3	4,824	1.4	7,589	1.2
Public, total	1,812,382		881,799		930,583	
Professional staff	1,156,418	100.0	649,584	100.0	506,834	100.0
Executive/administrative/managerial	86,261	7.5	54,134	8.3	32,127	6.3
Faculty (instruction/research)	599,358	51.8	374,664	57.7	224,694	44.3
Instruction/research assistants	173,560	15.0	104,186	16.0	69,374	13.7
Professional (support/service)	297,239	25.7	116,600	17.9	180,639	35.6
Nonprofessional staff	655,964	100.0	232,215	100.0	423,749	100.0
Technical and paraprofessionals	162,118	24.7	55,753	24.0	106,365	25.1
Clerical and secretarial	279,434	42.6	31,045	13.4	248,389	58.6
Skilled crafts	48,444	7.4	45,243	19.5	3,201	0.8
Service/maintenance	161,256	24.6	98,237	42.3	63,019	14.9
Other employees	4,712	0.7	1,937	0.8	2,775	0.7
Private, nonprofit	767,890		362,224		405,665	
Professional staff	467,291	100.0	259,616	100.0	207,675	100.0
Executive/administrative/managerial	61,627	13.2	32,984	12.7	28,643	13.8
Faculty (instruction/research)	249,633	53.4	162,202	62.5	87,431	42.1
Instruction/research assistants	24,165	5.2	14,895	5.7	9,270	4.5
Professional (support/service)	131,867	28.2	49,535	19.1	82,332	39.6
Nonprofessional staff	300,398	100.0	102,608	100.0	197,990	100.0
Technical and paraprofessionals	70,482	23.4	23,589	23.0	46,893	23.7
Clerical and secretarial	131,548	43.8	14,816	14.4	116,732	59.0
Skilled crafts	17,964	6.0	16,750	16.3	1,214	0.6
Service/maintenance	78,557	26.1	46,765	45.6	31,792	16.1
Other employees	2,048	0.7	688	0.7	1,359	0.7
Private, for profit	81,813		36,182		45,632	
Professional staff	69,707	100.0	31,911	100.0	37,796	100.0
Executive/administrative/managerial	14,759	21.2	5,982	18.7	8,778	23.2
Faculty (instruction/research)	44,852	64.3	22,645	71.0	22,206	58.8
Instruction/research assistants	221	0.3	163	0.5	56	0.1
Professional (support/service)	9,874	14.2	3,119	9.8	6,755	17.9
Nonprofessional staff	12,107	100.0	4,271	100.0	7,836	100.0
Technical and paraprofessionals	2,596	21.4	939	22.0	1,657	21.1
Clerical and secretarial	2,796	23.1	335	7.8	2,461	31.4
Skilled crafts	236	1.9	150	3.5	86	1.1
Service/maintenance	825	6.8	648	15.2	177	2.3
Other employees	5,654	46.7	2,199	51.5	3,455	44.1

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (HES-6) survey, 1991.

Table 1C.--Percent distribution of all employees in postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,662,085	1,280,205	1,381,880	1,890,890	903,062	987,828	771,196	377,143	394,052
Professional staff	63.6	73.5	54.4	58.0	68.7	48.2	77.4	85.0	70.2
Executive/administrative/managerial	6.1	7.3	5.0	8.2	10.0	6.6	0.9	0.8	1.0
Faculty (instruction/research)	33.6	43.7	24.2	30.3	42.7	19.1	41.5	46.2	37.0
Instruction/research assistants	7.4	9.3	5.7	na	na	na	25.7	31.6	20.0
Professional (support/service)	16.5	13.2	19.5	19.4	16.1	22.4	9.3	6.3	12.2
Nonprofessional staff	36.4	26.5	45.6	42.0	31.3	51.8	22.6	15.0	29.8
Technical and paraprofessionals	8.8	6.3	11.2	7.8	6.9	8.7	11.3	4.8	17.5
Clerical and secretarial	15.5	3.6	26.6	19.7	3.5	34.4	5.4	3.8	7.0
Skilled crafts	2.5	4.9	0.3	3.4	6.6	0.4	0.4	0.6	0.3
Service/maintenance	9.0	11.4	6.9	10.7	13.8	7.8	5.0	5.5	4.5
Other employees	0.5	0.4	0.5	0.5	0.4	0.6	0.4	0.3	0.5
Public, total	1,812,382	881,799	930,583	1,261,268	611,325	649,943	551,114	270,474	280,640
Professional staff	63.8	73.7	54.5	57.3	68.2	46.9	78.8	85.9	71.9
Executive/administrative/managerial	4.8	6.1	3.5	6.6	8.6	4.7	0.5	0.5	0.6
Faculty (instruction/research)	33.1	42.5	24.1	31.0	43.2	19.5	37.8	40.9	34.9
Instruction/research assistants	9.6	11.8	7.5	na	na	na	31.5	38.5	24.7
Professional (support/service)	16.4	13.2	19.4	19.7	16.4	22.7	8.9	6.0	11.7
Nonprofessional staff	36.2	26.3	45.5	42.7	31.8	53.1	21.2	14.1	28.1
Technical and paraprofessionals	8.9	6.3	11.4	8.1	7.1	9.1	10.8	4.7	16.7
Clerical and secretarial	15.4	3.5	26.7	19.7	3.3	35.1	5.6	4.0	7.1
Skilled crafts	2.7	5.1	0.3	3.7	7.2	0.4	0.4	0.5	0.2
Service/maintenance	8.9	11.1	6.8	10.9	14.0	8.0	4.3	4.7	3.8
Other employees	0.3	0.2	0.3	0.3	0.2	0.3	0.2	0.2	0.2
Private, nonprofit	767,890	362,224	405,665	572,698	266,959	305,740	195,191	95,266	99,926
Professional staff	61.7	71.7	51.2	56.9	68.0	47.1	72.6	81.9	63.6
Executive/administrative/managerial	8.1	9.1	7.1	10.2	11.9	8.8	1.5	1.4	1.7
Faculty (instruction/research)	32.9	44.8	21.6	27.3	40.3	16.0	47.8	57.4	38.6
Instruction/research assistants	3.2	4.1	2.3	na	na	na	12.4	15.6	9.3
Professional (support/service)	17.4	13.7	20.3	19.3	15.9	22.3	10.9	7.5	14.0
Nonprofessional staff	39.7	28.3	48.8	43.1	32.0	52.9	27.4	18.1	36.4
Technical and paraprofessionals	9.3	6.5	11.6	7.7	6.9	8.4	13.6	5.5	21.3
Clerical and secretarial	17.4	4.1	28.8	21.1	4.3	35.8	5.5	3.5	7.3
Skilled crafts	2.4	4.6	0.3	2.9	6.0	0.3	0.6	0.8	0.4
Service/maintenance	10.4	12.9	7.8	11.1	14.6	8.1	7.6	8.1	7.0
Other employees	0.3	0.2	0.3	0.3	0.2	0.3	0.2	0.1	0.3
Private, for profit	81,813	36,182	45,632	56,923	24,778	32,145	24,890	11,403	13,487
Professional staff	85.2	88.2	82.8	85.3	88.6	82.8	84.9	87.3	82.9
Executive/administrative/managerial	18.0	16.5	19.2	23.7	22.3	24.7	5.1	3.9	6.1
Faculty (instruction/research)	54.8	62.6	48.7	46.7	55.0	40.4	73.3	79.1	68.4
Instruction/research assistants	0.3	0.3	0.1	na	na	na	0.9	1.4	0.4
Professional (support/service)	12.1	8.6	14.8	14.9	11.3	17.7	5.5	2.8	7.9
Nonprofessional staff	14.8	11.8	17.2	14.7	11.4	17.2	15.1	12.7	17.1
Technical and paraprofessionals	3.2	2.6	3.6	2.5	2.3	2.6	4.7	3.3	6.0
Clerical and secretarial	3.4	0.9	5.4	4.2	0.9	6.8	1.5	0.9	2.0
Skilled crafts	0.3	0.4	0.2	0.3	0.5	0.1	0.3	0.2	0.4
Service/maintenance	1.0	1.8	0.4	1.0	1.8	0.4	1.1	1.9	0.4
Other employees	6.9	6.1	7.6	6.7	5.9	7.2	7.5	6.5	8.3

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial; skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 1D.--Percent distribution of full-time and part-time employees in postsecondary institutions, by primary occupation, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Full-time			Part-time		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	14.2	14.5	13.8	1.2	1.0	1.5
Faculty (instruction/research)	52.3	62.1	39.6	53.6	54.4	52.7
Instruction/research assistants	na	na	na	33.2	37.2	28.5
Professional (support/service)	33.5	23.4	46.6	12.0	7.4	17.4
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	18.6	22.0	16.8	50.1	32.1	58.8
Clerical and secretarial	46.8	11.3	66.4	24.1	25.2	23.5
Skilled crafts	8.0	21.2	0.7	1.8	3.9	0.9
Service/maintenance	25.4	44.2	15.1	22.1	36.6	15.1
Other employees	1.2	1.3	1.1	1.9	2.3	1.7
Public, total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	11.5	12.6	10.0	0.7	0.6	0.8
Faculty (instruction/research)	54.1	63.3	41.6	48.0	47.6	46.9
Instruction/research assistants	na	na	na	40.0	44.8	33.2
Professional (support/service)	34.3	24.1	48.4	11.3	7.0	15.8
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	19.0	22.2	17.2	51.1	33.2	59.6
Clerical and secretarial	46.1	10.4	66.2	26.5	28.5	25.4
Skilled crafts	8.6	22.6	0.8	1.7	3.6	0.7
Service/maintenance	25.6	44.0	15.2	20.1	33.6	13.6
Other employees	0.7	0.8	0.7	0.8	1.1	0.7
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	18.0	17.5	18.7	2.1	1.7	2.7
Faculty (instruction/research)	48.0	59.2	33.9	65.8	70.0	60.7
Instruction/research assistants	na	na	na	17.1	19.1	14.6
Professional (support/service)	34.0	23.3	47.4	15.0	9.2	22.0
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	17.8	21.5	15.9	49.4	30.3	58.5
Clerical and secretarial	48.9	13.5	67.7	19.9	19.3	20.2
Skilled crafts	6.8	18.7	0.5	2.2	4.7	1.0
Service/maintenance	25.8	45.7	15.3	27.6	45.1	19.3
Other employees	0.6	0.7	0.6	0.9	0.7	0.9
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	27.8	25.2	29.9	8.0	3.9	7.4
Faculty (instruction/research)	54.8	62.0	48.7	86.4	79.1	82.6
Instruction/research assistants	na	na	na	1.0	1.4	0.5
Professional (support/service)	17.5	12.8	21.4	6.5	2.8	9.5
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	17.0	19.9	15.3	31.4	25.6	35.0
Clerical and secretarial	29.0	8.1	39.6	10.0	7.2	11.9
Skilled crafts	1.9	4.4	0.6	2.0	1.8	2.2
Service/maintenance	6.7	15.3	2.3	7.0	14.6	2.3
Other employees	45.4	51.3	42.2	49.5	50.8	48.7

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EBO-6) survey, 1991.

Table 1E.--Percent change in the number of employees in postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1989 and 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2.143	0.552	3.661	1.200	-0.814	3.112	4.531	3.980	5.063
Professional staff	3.201	0.842	6.313	2.288	-0.524	6.206	4.921	3.598	6.497
Executive/administrative/managerial	-4.580	-6.273	-2.216	-2.237	-4.187	0.578	-36.929	-42.311	-32.116
Faculty (instruction/research)	-0.485	-2.079	2.300	1.104	-0.564	4.693	-3.213	-5.267	-0.637
Instruction/research assistants	20.529	19.950	21.417	na	na	na	20.529	19.950	21.417
Professional (support/service)	7.592	3.759	10.146	6.315	1.995	9.355	14.634	16.034	13.953
Nonprofessional staff	0.345	-0.237	0.661	-0.263	-1.435	0.396	3.214	6.194	1.835
Technical and paraprofessionals	30.032	4.403	48.983	0.001	-4.423	3.462	165.098	52.398	229.338
Clerical and secretarial	-11.398	-4.449	-12.200	-1.206	0.662	-1.378	-33.736	-14.190	-62.631
Skilled crafts	-3.756	-3.529	-6.792	-2.972	-3.155	0.288	-16.989	-12.734	-24.853
Service/maintenance	-3.052	-3.056	-3.045	-2.306	-2.379	-2.187	-6.788	-6.949	-6.599
Other employees									
Public, total	3.404	1.786	4.985	1.893	-0.505	4.257	7.034	7.374	6.710
Professional staff	4.873	2.317	8.343	3.528	0.057	8.686	7.188	6.639	7.828
Executive/administrative/managerial	1.074	-2.684	8.110	1.437	-2.389	8.799	-8.140	-12.649	-3.733
Faculty (instruction/research)	0.373	-1.450	3.569	3.101	0.642	8.631	-4.368	-6.110	-2.321
Instruction/research assistants	22.886	22.433	23.571	na	na	na	22.886	22.433	23.571
Professional (support/service)	6.548	2.304	9.479	4.940	-0.156	8.709	13.459	20.622	13.067
Nonprofessional staff	0.911	0.329	1.232	-0.217	-1.690	0.632	6.467	12.096	3.949
Technical and paraprofessionals	27.224	1.237	47.004	-0.624	-6.661	4.272	145.802	42.427	205.372
Clerical and secretarial	-9.851	1.418	-11.085	-0.487	3.320	-0.811	-48.703	-1.943	-59.233
Skilled crafts	-3.199	-3.035	-3.464	-2.118	-2.370	2.312	-23.342	-20.466	-29.257
Service/maintenance	-0.828	-0.882	-0.745	-1.492	-1.572	-1.362	3.254	4.003	2.378
Other employees									
Private, nonprofit	1.348	-0.758	3.306	1.343	-0.514	3.022	1.362	-1.437	4.184
Professional staff	2.350	-0.616	6.317	1.884	-0.593	5.188	3.440	-0.667	8.970
Executive/administrative/managerial	-2.572	-4.286	-0.521	-0.130	-1.538	1.581	-33.946	-43.222	-24.815
Faculty (instruction/research)	0.091	-2.475	5.227	-1.469	-2.909	1.858	2.820	-1.609	9.822
Instruction/research assistants	7.228	5.909	9.419	na	na	na	7.228	5.909	9.419
Professional (support/service)	8.654	6.798	9.802	8.244	6.631	9.268	10.848	7.794	12.485
Nonprofessional staff	-0.172	-1.117	0.325	0.639	-0.343	1.166	-3.751	-4.783	-3.254
Technical and paraprofessionals	36.654	12.742	52.975	1.499	1.643	1.392	222.243	83.234	295.902
Clerical and secretarial	-11.203	-11.159	-11.208	1.142	0.701	1.189	-62.750	-36.873	-68.582
Skilled crafts	-3.373	-3.218	-3.452	-3.424	-3.835	5.177	-2.632	10.912	-22.561
Service/maintenance	-5.129	-4.288	-6.340	-2.203	-1.520	-3.260	-15.980	-16.137	-15.805
Other employees									
Private, for profit	-14.626	-13.508	-15.490	-13.123	-10.484	-15.052	-17.876	-19.431	-16.515
Professional staff	-14.624	-14.112	-15.052	-11.171	-9.938	-12.160	-21.632	-22.072	-21.229
Executive/administrative/managerial	-32.472	-35.281	-30.405	-25.681	-27.944	-24.021	-65.644	-71.283	-61.528
Faculty (instruction/research)	-13.190	-9.027	-17.064	-10.609	-4.540	-16.204	-16.696	-15.048	-18.245
Instruction/research assistants	-51.747	-34.783	-72.683	na	na	na	-51.747	-34.783	-72.683
Professional (support/service)	28.803	12.762	37.857	25.147	15.166	30.723	57.062	-4.805	95.046
Nonprofessional staff	-14.631	-8.720	-17.542	-22.974	-14.494	-26.685	12.366	5.069	17.489
Technical and paraprofessionals	38.675	4.449	70.298	-0.352	-13.961	11.432	161.062	55.000	281.604
Clerical and secretarial	-68.567	-68.366	-68.594	-65.972	-69.200	-65.592	-78.871	-66.343	-81.486
Skilled crafts	-61.248	-66.667	-45.912	-68.263	-67.021	-72.000	-28.704	-64.865	50.000
Service/maintenance	-70.599	-71.466	-66.916	-68.954	-71.183	-57.483	-73.574	-72.032	-78.423
Other employees									

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE.—For 1991 and 1989 data, see tables 1 and 9 respectively. Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EBO-6) survey, 1989 and 1991.

Table 2.--Number of employees in 4-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,094,213	1,017,408	1,076,805	1,571,687	757,492	814,195	522,526	259,916	262,610
Professional staff	1,284,320	733,055	551,265	887,456	513,353	374,103	396,864	219,702	177,162
Executive/administrative/managerial	123,274	72,283	50,991	118,520	70,125	48,395	4,754	2,158	2,596
Faculty (instruction/research)	602,925	406,917	196,008	440,478	312,456	128,022	162,447	94,461	67,986
Instruction/research assistants	168,486	103,096	65,390	na	na	na	168,486	103,096	65,390
Professional (support/service)	389,635	150,759	238,876	328,458	130,772	197,686	61,177	19,987	41,190
Nonprofessional staff	809,893	284,353	525,540	684,231	244,139	440,092	125,662	40,214	85,448
Technical and paraprofessionals	188,816	66,061	122,755	126,736	53,794	72,942	62,080	12,267	49,813
Clerical and secretarial	352,418	39,322	313,096	322,224	29,100	293,124	30,194	10,222	19,972
Skilled crafts	60,004	56,230	3,774	57,552	54,486	3,066	2,452	1,744	708
Service/maintenance	208,536	122,700	85,836	177,659	106,742	70,917	30,877	15,958	14,919
Other employees	119	40	79	60	17	43	59	23	36
Public, total	1,342,019	659,683	682,336	1,007,949	492,718	515,231	334,070	166,965	167,105
Professional staff	826,721	475,860	350,861	566,242	332,316	233,926	260,479	143,544	116,935
Executive/administrative/managerial	63,699	40,196	23,503	61,787	39,296	22,491	1,912	900	1,012
Faculty (instruction/research)	358,431	245,378	113,053	284,798	203,891	80,907	73,633	41,487	32,146
Instruction/research assistants	144,344	88,187	56,157	na	na	na	144,344	88,187	56,157
Professional (support/service)	260,247	102,099	158,148	219,657	89,129	130,528	40,590	12,970	27,620
Nonprofessional staff	515,298	183,823	331,475	441,707	160,402	281,305	73,591	23,421	50,170
Technical and paraprofessionals	119,876	42,871	77,005	83,568	35,640	47,928	36,308	7,231	29,077
Clerical and secretarial	221,701	24,475	197,226	202,144	17,581	184,563	19,557	6,894	12,663
Skilled crafts	42,311	39,719	2,592	40,997	38,744	2,253	1,314	975	339
Service/maintenance	131,410	76,758	54,652	114,998	68,437	46,561	16,412	8,321	8,091
Other employees	0	0	0	0	0	0	0	0	0
Private, nonprofit	739,491	350,826	388,665	554,673	260,042	294,631	184,818	90,784	94,034
Professional staff	446,468	250,804	195,664	313,248	176,609	136,639	133,220	74,195	59,025
Executive/administrative/managerial	58,189	31,462	26,727	55,547	30,322	25,225	2,642	1,140	1,502
Faculty (instruction/research)	235,596	156,080	79,516	149,631	104,885	44,746	85,965	51,195	34,770
Instruction/research assistants	24,080	14,863	9,217	na	na	na	24,080	14,863	9,217
Professional (support/service)	128,603	48,399	80,204	108,070	41,402	66,668	20,533	6,997	13,536
Nonprofessional staff	293,023	100,022	193,001	241,425	83,433	157,992	51,598	16,589	35,009
Technical and paraprofessionals	68,582	23,062	45,520	42,993	18,072	24,921	25,589	4,990	20,599
Clerical and secretarial	129,792	14,686	115,106	119,316	11,426	107,890	10,476	3,260	7,216
Skilled crafts	17,677	16,497	1,180	16,543	15,730	813	1,134	767	367
Service/maintenance	76,854	45,737	31,117	62,513	38,188	24,325	14,341	7,549	6,792
Other employees	118	40	78	60	17	43	58	23	35
Private, for profit	12,703	6,899	5,804	9,065	4,732	4,333	3,638	2,167	1,471
Professional staff	11,131	6,391	4,740	7,966	4,428	3,538	3,165	1,963	1,202
Executive/administrative/managerial	1,386	625	761	1,186	507	679	200	118	82
Faculty (instruction/research)	8,898	5,459	3,439	6,049	3,680	2,369	2,849	1,779	1,070
Instruction/research assistants	62	46	16	na	na	na	62	46	16
Professional (support/service)	785	261	524	731	241	490	54	20	34
Nonprofessional staff	1,572	508	1,064	1,099	304	795	473	204	269
Technical and paraprofessionals	358	128	230	175	82	93	183	46	137
Clerical and secretarial	925	161	764	764	93	671	161	68	93
Skilled crafts	16	14	2	12	12	0	4	2	2
Service/maintenance	272	205	67	148	117	31	124	88	36
Other employees	1	0	1	0	0	0	1	0	1

For institutions that completed the Consolidated (CN) survey, the other employees category combined employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS).

*Fall Staff survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 2A.--Percent distribution of men and women in 4-year postsecondary institutions, by primary occupation and by employment status, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total		Full-time		Part-time	
	Men	Women	Men	Women	Men	Women
Total	48.6	51.4	48.2	51.8	49.7	50.3
Professional staff	57.1	42.9	57.8	42.2	55.4	44.6
Executive/administrative/managerial	58.6	41.4	59.2	40.8	45.4	54.6
Faculty (instruction/research)	67.5	32.5	70.9	29.1	58.1	41.9
Instruction/research assistants	61.2	38.8	na	na	61.2	38.8
Professional (support/service)	38.7	61.3	39.8	60.2	32.7	67.3
Nonprofessional staff	35.1	64.9	35.7	64.3	32.0	68.0
Technical and paraprofessionals	35.0	65.0	42.4	57.6	19.8	80.2
Clerical and secretarial	11.2	88.8	9.0	91.0	33.9	66.1
Skilled crafts	93.7	6.3	94.7	5.3	71.1	28.9
Service/maintenance	58.8	41.2	60.1	39.9	51.7	48.3
Other employees	33.6	66.4	28.3	71.7	39.0	61.0
Public, total	49.2	50.8	48.9	51.1	50.0	50.0
Professional staff	57.6	42.4	58.7	41.3	55.1	44.9
Executive/administrative/managerial	63.1	36.9	63.6	36.4	47.1	52.9
Faculty (instruction/research)	68.5	31.5	71.6	28.4	56.3	43.7
Instruction/research assistants	61.1	38.9	na	na	61.1	38.9
Professional (support/service)	39.2	60.8	40.6	59.4	32.0	68.0
Nonprofessional staff	35.7	64.3	36.3	63.7	31.8	68.2
Technical and paraprofessionals	35.8	64.2	42.6	57.4	19.9	80.1
Clerical and secretarial	11.0	89.0	8.7	91.3	35.3	64.7
Skilled crafts	93.9	6.1	94.5	5.5	74.2	25.8
Service/maintenance	58.4	41.6	59.5	40.5	50.7	49.3
Other employees						
Private, nonprofit	47.4	52.6	46.9	53.1	49.1	50.9
Professional staff	56.2	43.8	56.4	43.6	55.7	44.3
Executive/administrative/managerial	54.1	45.9	54.6	45.4	43.1	56.9
Faculty (instruction/research)	66.2	33.8	70.1	29.9	59.6	40.4
Instruction/research assistants	61.7	38.3	na	na	61.7	38.3
Professional (support/service)	37.6	62.4	38.3	61.7	34.1	65.9
Nonprofessional staff	34.1	65.9	34.6	65.4	32.2	67.8
Technical and paraprofessionals	33.6	66.4	42.0	58.0	19.5	80.5
Clerical and secretarial	11.3	88.7	9.6	90.4	31.1	68.9
Skilled crafts	93.3	6.7	95.1	4.9	67.6	32.4
Service/maintenance	59.5	40.5	61.1	38.9	52.6	47.4
Other employees	33.9	66.1	28.3	71.7	39.7	60.3
Private, for profit	54.3	45.7	52.2	47.8	59.6	40.4
Professional staff	57.4	42.6	55.6	44.4	62.0	38.0
Executive/administrative/managerial	45.1	54.9	42.7	57.3	59.0	41.0
Faculty (instruction/research)	61.4	38.6	60.8	39.2	62.4	37.6
Instruction/research assistants	74.2	25.8	na	na	74.2	25.8
Professional (support/service)	33.2	66.8	33.0	67.0	37.0	63.0
Nonprofessional staff	32.3	67.7	27.7	72.3	43.1	56.9
Technical and paraprofessionals	35.8	64.2	46.9	53.1	25.1	74.9
Clerical and secretarial	17.4	82.6	12.2	87.8	42.2	57.8
Skilled crafts	87.5	12.5	100.0	0.0	90.0	10.0
Service/maintenance	75.4	24.6	79.1	20.9	71.0	29.0
Other employees	0.0	100.0	0.0	0.0	0.0	100.0

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (HEO-6) survey, 1991.

Table 2B.--Percent distribution of all employees in 4-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Full-time			Part-time		
	Total	Men	Women	Total	Men	Women
All staff	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	56.5	67.8	45.9	76.0	84.5	67.5
Executive/administrative/managerial	7.5	9.3	5.9	0.9	0.8	1.0
Faculty (instruction/research)	28.0	41.2	15.7	31.1	36.3	25.9
Instruction/research assistants	na	na	na	32.2	39.7	24.9
Professional (support/service)	20.9	17.3	24.3	11.7	7.7	15.7
Nonprofessional staff	43.5	32.2	54.1	24.0	15.5	32.5
Technical and paraprofessionals	8.1	7.1	9.0	11.9	4.7	19.0
Clerical and secretarial	20.5	3.8	36.0	5.8	3.9	7.6
Skilled crafts	3.7	7.2	0.4	0.5	0.7	0.3
Service/maintenance	11.3	14.1	8.7	5.9	6.1	5.7
Other employees	0.0	0.0	0.0	0.0	0.0	0.0
Public, total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	56.2	67.4	45.4	78.0	86.0	70.0
Executive/administrative/managerial	6.1	8.0	4.4	0.6	0.5	0.6
Faculty (instruction/research)	28.3	41.4	15.7	22.0	24.8	19.2
Instruction/research assistants	na	na	na	43.2	52.8	33.6
Professional (support/service)	21.8	18.1	25.3	12.2	7.8	16.5
Nonprofessional staff	43.8	32.6	54.6	22.0	14.0	30.0
Technical and paraprofessionals	8.3	7.2	9.3	10.9	4.3	17.4
Clerical and secretarial	20.1	3.6	35.8	5.9	4.1	7.6
Skilled crafts	4.1	7.9	0.4	0.4	0.6	0.2
Service/maintenance	11.4	13.9	9.0	4.9	5.0	4.8
Other employees	0.0	0.0	0.0	0.0	0.0	0.0
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	56.5	67.9	46.4	72.1	81.7	62.8
Executive/administrative/managerial	10.0	11.7	8.6	1.4	1.3	1.6
Faculty (instruction/research)	27.0	40.3	15.2	46.5	56.4	37.0
Instruction/research assistants	na	na	na	13.0	16.4	9.8
Professional (support/service)	19.5	15.9	22.6	11.1	7.7	14.4
Nonprofessional staff	43.5	32.1	53.6	27.9	18.3	37.2
Technical and paraprofessionals	7.8	6.9	8.5	13.8	5.5	21.9
Clerical and secretarial	21.5	4.4	36.6	3.7	3.6	7.7
Skilled crafts	3.0	6.0	0.3	0.6	0.8	0.4
Service/maintenance	11.3	14.7	8.3	7.8	8.3	7.2
Other employees	0.0	0.0	0.0	0.0	0.0	0.0
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	87.9	93.6	81.7	87.0	90.6	81.7
Executive/administrative/managerial	13.1	10.7	15.7	5.5	5.4	5.6
Faculty (instruction/research)	66.7	77.8	54.7	78.3	82.1	72.7
Instruction/research assistants	na	na	na	1.7	2.1	1.1
Professional (support/service)	8.1	5.1	11.3	1.5	0.9	2.3
Nonprofessional staff	12.1	6.4	18.3	13.0	9.4	18.3
Technical and paraprofessionals	1.9	1.7	2.1	5.0	2.1	9.3
Clerical and secretarial	8.4	2.0	15.5	4.4	3.1	6.3
Skilled crafts	0.1	0.3	0.0	0.1	0.1	0.1
Service/maintenance	1.6	2.5	0.7	3.4	4.1	2.4
Other employees	0.0	0.0	0.0	0.0	0.0	0.1

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 2C.--Percent change in the number of employees in 4-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1989 and 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2.3	0.7	3.9	1.2	-0.8	3.1	5.8	5.2	6.5
Professional staff	4.0	1.4	7.6	2.7	-0.2	7.0	6.9	5.3	8.8
Executive/administrative/managerial	-0.3	-3.4	4.3	0.1	-2.9	4.7	-9.4	-15.9	-3.1
Faculty (instruction/research)	1.8	-0.3	6.5	2.0	0.0	6.9	1.4	-1.5	5.8
Instruction/research assistants	9.0	9.6	8.1	na	na	na	9.0	9.6	8.1
Professional (support/service)	6.8	3.5	9.1	4.9	0.9	7.6	19.0	24.5	16.5
Nonprofessional staff	-0.3	-1.3	0.3	-0.8	-2.2	-0.0	2.7	4.7	1.9
Technical and paraprofessionals	24.5	0.7	42.5	-1.9	-6.2	1.5	176.0	49.7	248.4
Clerical and secretarial	-8.7	-1.0	-9.6	0.2	2.1	-0.0	-53.0	-8.8	-62.3
Skilled crafts	-2.5	-2.8	1.8	-2.3	-2.8	6.5	-7.3	-4.1	-14.5
Service/maintenance	-2.1	-1.8	-2.4	-1.3	-1.0	-1.8	-6.2	-7.2	-5.1
Public, total	2.4	0.9	3.9	0.5	-1.6	2.7	8.4	9.0	7.8
Professional staff	4.2	1.8	7.7	2.3	-0.8	7.0	8.7	8.4	9.0
Executive/administrative/managerial	-1.3	-4.9	5.4	-1.0	-4.6	5.9	-11.4	-17.3	-5.5
Faculty (instruction/research)	2.0	0.0	6.4	2.1	0.1	7.4	1.4	-0.3	3.9
Instruction/research assistants	9.2	10.1	7.8	na	na	na	9.2	10.1	7.8
Professional (support/service)	6.2	2.3	8.9	3.4	-1.3	7.0	24.3	36.6	19.2
Nonprofessional staff	-0.4	-1.4	0.1	-1.6	-3.2	-0.7	7.3	12.6	5.0
Technical and paraprofessionals	18.3	-4.9	36.8	-3.5	-10.0	2.1	145.7	32.5	211.9
Clerical and secretarial	-7.8	5.8	-9.3	-0.9	2.6	-1.3	-46.3	14.9	-58.3
Skilled crafts	-2.4	-2.9	4.9	-2.1	-2.5	6.4	-12.2	-14.7	-4.2
Service/maintenance	-0.7	-0.8	-0.6	-1.3	-1.1	-1.5	3.3	1.4	5.2
Private, nonprofit	1.4	-0.6	3.3	1.5	-0.4	3.1	1.4	-1.2	4.1
Professional staff	2.5	-0.3	6.3	2.1	-0.4	5.4	3.4	-0.3	8.4
Executive/administrative/managerial	-0.4	-2.3	1.9	0.3	-1.4	2.4	-12.9	-21.0	-5.7
Faculty (instruction/research)	-0.2	-2.4	4.4	-1.1	-2.4	2.1	1.4	-2.4	7.6
Instruction/research assistants	7.9	6.5	10.1	na	na	na	7.9	6.5	10.1
Professional (support/service)	8.2	6.3	9.4	7.9	6.2	9.0	9.8	7.1	11.3
Nonprofessional staff	-0.1	-1.2	0.5	0.6	-0.4	1.2	-3.4	-5.1	-2.5
Technical and paraprofessionals	36.7	13.1	52.8	1.0	2.1	0.3	235.2	85.4	316.7
Clerical and secretarial	-10.2	-10.7	-10.1	2.1	1.3	2.1	-62.1	-37.0	-67.9
Skilled crafts	-2.7	-2.6	-3.8	-2.8	-3.3	7.5	-0.8	14.1	-22.1
Service/maintenance	-4.4	-3.5	-5.6	-1.4	-0.8	-2.5	-15.5	-15.5	-15.5
Private, for profit	69.8	73.6	65.5	113.1	128.5	98.6	12.7	13.9	11.0
Professional staff	82.2	79.6	85.7	146.2	146.7	145.5	10.1	11.3	8.2
Executive/administrative/managerial	90.1	72.2	107.9	75.2	54.6	94.6	284.6	237.1	382.4
Faculty (instruction/research)	97.0	89.7	109.8	239.6	209.8	299.5	4.1	5.3	2.3
Instruction/research assistants	169.6	283.3	45.5	na	na	na	169.6	283.3	45.5
Professional (support/service)	-6.7	-14.4	-2.2	-6.0	-13.6	-1.8	-14.3	-23.1	-8.1
Nonprofessional staff	14.7	22.4	11.4	8.1	10.1	7.3	34.0	46.8	25.7
Technical and paraprofessionals	96.7	16.4	219.4	68.3	26.2	138.5	134.6	2.2	315.2
Clerical and secretarial	-3.7	30.9	-8.8	2.0	12.0	0.8	-24.1	70.0	-45.9
Skilled crafts	-30.4	0.0	-77.8	-29.4	9.1	-100.0	-33.3	-33.3	-33.3
Service/maintenance	33.3	22.0	86.1	0.7	0.0	3.3	117.5	72.5	500.0

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE.--For 1991 and 1989 data, see tables 2 and 10 respectively. Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989 and 1991.

Table 3.--Number of employees in 2-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	505,212	235,708	269,504	277,710	128,209	149,501	227,502	107,499	120,003
Professional staff	355,672	184,576	171,096	174,087	92,497	81,590	181,585	92,079	89,506
Executive/administrative/managerial	28,133	16,305	11,828	26,656	15,644	11,012	1,477	661	816
Faculty (instruction/research)	256,095	136,034	120,061	114,821	64,237	50,584	141,274	71,777	69,497
Instruction/research assistants	29,420	16,124	13,296	0	0	0	29,420	16,124	13,296
Professional (support/service)	42,024	16,113	25,911	32,610	12,596	20,014	9,414	3,517	5,897
Nonprofessional staff	149,540	51,132	98,408	103,623	35,712	67,911	45,917	15,420	30,497
Technical and paraprofessionals	44,215	13,482	30,733	19,691	7,759	11,932	24,524	5,723	18,801
Clerical and secretarial	61,011	6,845	54,166	49,304	2,793	46,511	11,707	4,052	7,655
Skilled crafts	6,606	5,883	717	5,839	5,436	403	761	447	314
Service/maintenance	32,032	22,886	9,146	24,409	18,132	6,277	7,623	4,754	2,869
Other employees	5,682	2,036	3,646	4,380	1,592	2,788	1,302	444	858
Public, total	457,501	215,989	241,512	245,674	115,180	130,494	211,827	100,809	111,018
Professional staff	319,089	168,491	150,598	149,870	81,989	67,881	169,219	86,502	82,717
Executive/administrative/managerial	21,800	13,491	8,309	20,787	13,029	7,758	1,013	462	551
Faculty (instruction/research)	232,324	124,862	107,462	101,762	58,076	43,686	130,562	66,786	63,776
Instruction/research assistants	29,216	15,999	13,217	0	0	0	29,216	15,999	13,217
Professional (support/service)	35,749	14,139	21,610	27,321	10,884	16,437	8,428	3,255	5,173
Nonprofessional staff	138,412	47,498	90,914	95,804	33,191	62,613	42,608	14,307	28,301
Technical and paraprofessionals	41,677	12,726	28,951	18,575	7,372	11,203	23,102	5,354	17,748
Clerical and secretarial	57,723	6,570	51,153	46,401	2,614	43,787	11,322	3,956	7,366
Skilled crafts	6,133	5,524	609	5,493	5,135	358	640	389	251
Service/maintenance	29,838	21,471	8,367	22,772	17,036	5,736	7,066	4,435	2,631
Other employees	3,041	1,207	1,834	2,563	1,034	1,529	478	173	305
Private, nonprofit	21,794	8,190	13,604	14,250	5,195	9,055	7,544	2,995	4,549
Professional staff	15,638	6,169	9,469	9,811	3,729	6,082	5,827	2,440	3,387
Executive/administrative/managerial	2,388	1,089	1,299	2,117	960	1,157	271	129	142
Faculty (instruction/research)	10,705	4,245	6,460	5,778	2,136	3,642	4,927	2,109	2,818
Instruction/research assistants	83	31	52	0	0	0	83	31	52
Professional (support/service)	2,462	804	1,658	1,916	633	1,283	546	171	375
Nonprofessional staff	6,156	2,021	4,135	4,439	1,466	2,973	1,717	555	1,162
Technical and paraprofessionals	1,527	426	1,101	720	218	502	807	208	599
Clerical and secretarial	1,743	129	1,614	1,560	66	1,494	183	63	120
Skilled crafts	287	253	34	237	217	20	50	36	14
Service/maintenance	1,699	1,026	673	1,267	817	450	432	209	223
Other employees	900	187	713	655	148	507	245	39	206
Private, for profit	25,917	11,529	14,388	17,786	7,834	9,952	8,131	3,695	4,436
Professional staff	20,945	9,916	11,029	14,406	6,779	7,627	6,539	3,137	3,402
Executive/administrative/managerial	3,945	1,725	2,220	3,752	1,655	2,097	193	70	123
Faculty (instruction/research)	13,066	6,927	6,139	7,281	4,045	3,236	5,785	2,882	2,903
Instruction/research assistants	121	94	27	0	0	0	121	94	27
Professional (support/service)	3,813	1,170	2,643	3,373	1,079	2,294	440	91	349
Nonprofessional staff	4,972	1,613	3,359	3,380	1,055	2,325	1,592	558	1,034
Technical and paraprofessionals	1,011	330	681	396	169	227	615	161	454
Clerical and secretarial	1,545	146	1,399	1,343	113	1,230	202	33	169
Skilled crafts	180	106	74	109	84	25	71	22	49
Service/maintenance	495	389	106	370	279	91	125	110	15
Other employees	1741	642	1099	1162	410	752	579	232	347

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS).

*Fall Staff survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 3A.--Percent distribution of men and women employees in 2-year postsecondary institutions, by primary occupation and by employment status, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total		Full-time		Part-time	
	Men	Women	Men	Women	Men	Women
Total	46.7	53.3	46.2	53.8	47.3	52.7
Professional staff	51.9	48.1	53.1	46.9	50.7	49.3
Executive/administrative/managerial	58.0	42.0	58.7	41.3	44.8	55.2
Faculty (instruction/research)	53.1	46.9	56.0	44.0	50.8	49.2
Instruction/research assistants	54.8	45.2	na	na	54.8	45.2
Professional (support/service)	38.3	61.7	38.6	61.4	37.4	62.6
Nonprofessional staff	34.2	65.8	34.5	65.5	33.6	66.4
Technical and paraprofessionals	30.5	69.5	39.4	60.6	23.3	76.7
Clerical and secretarial	11.2	88.8	5.7	94.3	34.6	65.4
Skilled crafts	89.1	10.9	93.1	6.9	58.7	41.3
Service/maintenance	71.4	28.6	74.3	25.7	62.4	37.6
Other employees	35.8	64.2	36.3	63.7	34.1	65.9
Public, total	47.2	52.8	46.9	53.1	47.6	52.4
Professional staff	52.8	47.2	54.7	45.3	51.1	48.9
Executive/administrative/managerial	61.9	38.1	62.7	37.3	45.6	54.4
Faculty (instruction/research)	53.7	46.3	57.1	42.9	51.2	48.8
Instruction/research assistants	54.8	45.2	na	na	54.8	45.2
Professional (support/service)	39.6	60.4	39.8	60.2	38.6	61.4
Nonprofessional staff	34.3	65.7	34.6	65.4	33.6	66.4
Technical and paraprofessionals	30.5	69.5	39.7	60.3	23.2	76.8
Clerical and secretarial	11.4	88.6	5.6	94.4	34.9	65.1
Skilled crafts	90.1	9.9	93.5	6.5	60.8	39.2
Service/maintenance	72.0	28.0	74.8	25.2	62.8	37.2
Other employees	39.7	60.3	40.3	59.7	36.2	63.8
Private, nonprofit	37.6	62.4	36.5	63.5	39.7	60.3
Professional staff	39.4	60.6	38.0	62.0	41.9	58.1
Executive/administrative/managerial	45.6	54.4	45.3	54.7	47.6	52.4
Faculty (instruction/research)	39.7	60.3	37.0	63.0	42.8	57.2
Instruction/research assistants	37.3	62.7	na	na	37.3	62.7
Professional (support/service)	32.7	67.3	33.0	67.0	31.3	68.7
Nonprofessional staff	32.8	67.2	33.0	67.0	32.3	67.7
Technical and paraprofessionals	27.9	72.1	30.3	69.7	25.8	74.2
Clerical and secretarial	7.4	92.6	4.2	95.8	34.4	65.6
Skilled crafts	88.2	11.8	91.6	8.4	72.0	28.0
Service/maintenance	60.4	39.6	66.3	33.7	48.4	51.6
Other employees	20.8	79.2	22.6	77.4	15.9	84.1
Private, for profit	44.5	55.5	44.0	56.0	45.4	54.6
Professional staff	47.3	52.7	47.1	52.9	48.0	52.0
Executive/administrative/managerial	43.7	56.3	44.1	55.9	36.3	63.7
Faculty (instruction/research)	53.0	47.0	55.6	44.4	49.8	50.2
Instruction/research assistants	77.7	22.3	na	na	77.7	22.3
Professional (support/service)	30.7	69.3	32.0	68.0	20.7	79.3
Nonprofessional staff	32.4	67.6	31.2	68.8	35.1	64.9
Technical and paraprofessionals	32.6	67.4	42.7	57.3	26.2	73.8
Clerical and secretarial	9.4	90.6	8.4	91.6	16.3	83.7
Skilled crafts	58.9	41.1	77.1	22.9	31.0	69.0
Service/maintenance	78.6	21.4	75.4	24.6	88.0	12.0
Other employees	36.9	63.1	35.3	64.7	40.1	59.9

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 3B.--Percent distribution of all employees in 2-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Full-time			Part-time		
	Total	Men	Women	Total	Men	Women
All staff	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	62.7	72.1	54.6	79.8	85.7	74.6
Executive/administrative/managerial	9.6	12.2	7.4	0.6	0.6	0.7
Faculty (instruction/research)	41.3	50.1	33.8	62.1	66.8	57.9
Instruction/research assistants	na	na	na	12.9	15.0	11.1
Professional (support/service)	11.7	9.8	13.4	4.1	3.3	4.9
Nonprofessional staff	37.3	27.9	45.4	20.2	14.3	25.4
Technical and paraprofessionals	7.1	6.1	8.0	10.8	5.3	15.7
Clerical and secretarial	17.8	2.2	31.1	5.1	3.8	6.4
Skilled crafts	2.1	4.2	0.3	0.3	0.4	0.3
Service/maintenance	8.8	14.1	4.2	3.4	4.4	2.4
Other employees	1.6	1.2	1.9	0.6	0.4	0.7
Public, total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	61.0	71.2	52.0	79.9	85.8	74.5
Executive/administrative/managerial	8.5	11.3	5.9	0.5	0.5	0.5
Faculty (instruction/research)	41.4	50.4	33.5	61.6	66.3	57.4
Instruction/research assistants	na	na	na	13.8	15.9	11.9
Professional (support/service)	11.1	9.4	12.6	4.0	3.2	4.7
Nonprofessional staff	39.0	28.8	48.0	20.1	14.2	25.5
Technical and paraprofessionals	7.6	6.4	8.6	10.9	5.3	16.0
Clerical and secretarial	18.9	2.3	33.6	5.3	3.9	6.6
Skilled crafts	2.2	4.5	0.3	0.3	0.4	0.2
Service/maintenance	9.3	14.8	4.4	3.3	4.4	2.4
Other employees	1.0	0.9	1.2	0.2	0.2	0.3
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	68.8	71.8	67.2	77.2	81.5	74.5
Executive/administrative/managerial	14.9	18.5	12.8	3.6	4.3	3.1
Faculty (instruction/research)	40.5	41.1	40.2	65.3	70.4	61.9
Instruction/research assistants	na	na	na	1.1	1.0	1.1
Professional (support/service)	13.4	12.2	14.2	7.2	5.7	8.2
Nonprofessional staff	31.2	28.2	32.8	22.8	18.5	25.5
Technical and paraprofessionals	5.1	4.2	5.5	10.7	6.9	13.2
Clerical and secretarial	10.9	1.3	16.5	2.4	2.1	2.6
Skilled crafts	1.7	4.2	0.2	0.7	1.2	0.3
Service/maintenance	8.9	15.7	5.0	5.7	7.0	4.9
Other employees	4.6	2.8	5.6	3.2	1.3	4.5
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	81.0	86.5	76.6	80.4	84.9	76.7
Executive/administrative/managerial	21.1	21.1	21.1	2.4	1.9	2.8
Faculty (instruction/research)	40.9	51.6	32.5	71.1	78.0	65.4
Instruction/research assistants	na	na	na	1.5	2.5	0.6
Professional (support/service)	19.0	13.8	23.1	5.4	2.5	7.9
Nonprofessional staff	19.0	13.5	23.4	19.6	15.1	23.3
Technical and paraprofessionals	2.2	2.2	2.3	7.6	4.4	10.2
Clerical and secretarial	7.6	1.4	12.4	2.5	0.9	3.8
Skilled crafts	0.6	1.1	0.3	0.9	0.6	1.1
Service/maintenance	2.1	3.6	0.9	1.5	3.0	0.3
Other employees	6.5	5.2	7.6	7.1	6.3	7.8

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 3C.--Percent change in the number of employees in 2-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1989 and 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	3.9	4.3	7.3	7.1	4.1	9.8	4.6	4.5	4.7
Professional staff	6.2	3.6	9.2	8.0	3.6	13.5	4.5	3.5	5.5
Executive/administrative/managerial	9.5	4.4	17.5	10.2	5.0	18.6	-1.3	-8.4	5.3
Faculty (instruction/research)	-2.0	-4.1	0.5	5.3	2.1	9.7	-7.2	-9.0	-5.3
Instruction/research assistants	211.6	211.3	211.9	na	na	na	211.6	211.3	211.9
Professional (support/service)	9.1	3.2	13.1	16.7	10.1	21.2	-10.9	-15.8	-7.6
Nonprofessional staff	3.4	6.9	4.6	5.6	5.3	5.7	4.9	10.9	2.1
Technical and paraprofessionals	61.3	28.6	81.3	12.3	11.8	12.7	148.3	61.8	196.7
Clerical and secretarial	-18.3	-14.7	-18.7	-0.3	2.3	-0.5	-53.6	-23.5	-61.6
Skilled crafts	-8.0	-4.6	-28.9	-3.6	-2.4	-17.6	-31.7	-24.9	-39.5
Service/maintenance	-2.0	-1.2	-4.1	-2.8	-2.9	-2.6	0.8	6.2	-7.1
Other employees									
Public, total	6.4	4.8	8.0	8.0	4.8	11.0	4.7	4.8	4.6
Professional staff	6.5	4.0	9.4	8.6	4.2	14.4	4.7	3.8	5.5
Executive/administrative/managerial	8.5	4.2	16.2	9.1	4.7	17.5	-2.7	-6.5	0.7
Faculty (instruction/research)	-2.0	-4.0	0.5	6.8	3.3	11.7	-7.9	-9.6	-6.0
Instruction/research assistants	224.2	221.2	227.9	na	na	na	224.2	221.2	227.9
Professional (support/service)	6.5	1.0	10.4	15.6	8.6	20.7	-15.1	-18.2	-13.1
Nonprofessional staff	6.4	7.7	5.7	7.1	6.3	7.5	4.8	11.0	2.0
Technical and paraprofessionals	62.1	28.6	83.1	13.1	12.7	13.4	148.8	59.7	199.1
Clerical and secretarial	-15.6	-11.7	-16.1	3.9	9.8	3.5	-52.2	-21.8	-60.5
Skilled crafts	-7.0	-3.0	-32.1	-1.3	-0.2	-15.6	-37.6	-29.5	-46.9
Service/maintenance	1.4	1.8	0.4	-0.1	-0.8	1.8	6.6	13.0	-2.7
Other employees									
Private, nonprofit	-1.1	-8.1	3.7	-3.8	-12.0	1.6	4.5	-0.3	7.9
Professional staff	2.8	-7.1	10.5	-0.4	-10.9	7.4	8.6	-0.7	16.4
Executive/administrative/managerial	18.9	11.2	26.1	12.8	5.3	20.0	103.8	92.5	115.2
Faculty (instruction/research)	0.2	-10.9	9.2	-4.6	-18.1	5.6	6.6	-2.1	14.2
Instruction/research assistants	-59.7	-70.2	-49.0	na	na	na	-59.7	-70.2	-49.0
Professional (support/service)	6.1	0.9	8.8	-0.1	-5.0	2.6	35.1	30.5	37.4
Nonprofessional staff	-9.7	-10.9	-9.1	-10.6	-14.8	-8.4	-7.3	1.3	-11.0
Technical and paraprofessionals	50.3	12.1	73.1	17.5	-8.4	33.9	100.2	46.5	129.5
Clerical and secretarial	-44.1	-34.8	-44.7	-31.4	-37.7	-31.1	-78.3	-31.5	-84.0
Skilled crafts	-27.3	-25.4	-40.4	-31.1	-29.5	-44.4	-3.8	16.1	-33.3
Service/maintenance	-25.8	-24.1	-28.4	-27.0	-23.5	-32.5	-22.3	-26.1	-18.3
Other employees									
Private, for profit	3.6	4.4	2.9	4.6	6.7	3.0	1.4	-0.1	2.7
Professional staff	4.6	3.2	5.9	8.6	6.2	10.7	-3.2	-2.8	-3.5
Executive/administrative/managerial	10.1	1.4	18.0	15.1	7.4	21.9	-40.2	-56.5	-24.1
Faculty (instruction/research)	-3.9	-0.9	-7.0	-4.4	-1.1	-8.3	-3.2	-0.8	-5.6
Instruction/research assistants	-46.0	0.0	-79.2	na	na	na	-46.0	0.0	-79.2
Professional (support/service)	45.4	42.7	46.6	40.9	43.7	39.6	92.1	31.9	118.1
Nonprofessional staff	-0.4	12.6	-3.7	-9.3	9.9	-16.0	25.8	18.2	30.2
Technical and paraprofessionals	48.2	61.8	42.5	-20.0	5.6	-32.2	228.9	265.9	217.5
Clerical and secretarial	-51.1	-62.5	-49.5	-46.3	-53.3	-45.5	-69.4	-77.4	-67.2
Skilled crafts	-1.6	-17.8	37.0	-25.3	-28.2	-13.8	91.9	83.3	96.0
Service/maintenance	-48.9	-45.2	-58.9	-37.0	-36.6	-38.1	-67.2	-59.3	-86.5
Other employees									

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: For 1991 and 1989 data see tables 3 and 11 respectively. Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall Staff survey, 1989 and 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989 and 1991

Table 4A.--Percent distribution of employees in 4- and 2 year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
All staff	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	61.3	72.1	51.2	70.4	78.3	63.5
Executive/administrative/managerial	5.9	7.1	4.7	5.6	6.9	4.4
Faculty (instruction/research)	28.8	40.0	18.2	50.7	57.7	44.5
Instruction/research assistants	8.0	10.1	6.1	5.8	6.8	4.9
Professional (support/service)	18.6	14.8	22.2	8.3	6.8	9.6
Nonprofessional staff	38.7	27.9	48.8	29.6	21.7	36.5
Technical and paraprofessionals	9.0	6.5	11.4	8.8	5.7	11.4
Clerical and secretarial	16.8	3.9	29.1	12.1	2.9	20.1
Skilled crafts	2.9	5.5	0.4	1.3	2.5	0.3
Service/maintenance	10.0	12.1	8.0	6.3	9.7	3.4
Other employees	0.0	0.0	0.0	1.1	0.9	1.4
Public	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	66.6	46.8	51.4	69.7	78.0	62.4
Executive/administrative/managerial	5.1	4.0	3.4	4.8	6.2	3.4
Faculty (instruction/research)	28.9	24.1	16.6	50.8	57.8	44.5
Instruction/research assistants	11.6	8.7	8.2	6.4	7.4	5.5
Professional (support/service)	21.0	10.0	23.2	7.8	6.5	8.9
Nonprofessional staff	41.5	18.1	48.6	30.3	22.0	37.6
Technical and paraprofessionals	9.7	4.2	11.3	9.1	5.9	12.0
Clerical and secretarial	17.9	2.4	28.9	12.6	3.0	21.2
Skilled crafts	3.4	3.9	0.4	1.3	2.6	0.3
Service/maintenance	10.6	7.5	8.0	6.5	9.9	3.5
Other employees	0.0	0.0	0.0	0.7	0.6	0.8
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	60.4	71.5	50.3	71.8	75.3	69.6
Executive/administrative/managerial	7.9	9.0	6.9	11.0	13.3	9.5
Faculty (instruction/research)	31.9	44.5	20.5	49.1	51.8	47.5
Instruction/research assistants	3.3	4.2	2.4	0.4	0.4	0.4
Professional (support/service)	17.4	13.8	20.6	11.3	9.8	12.2
Nonprofessional staff	39.6	28.5	49.7	28.2	24.7	30.4
Technical and paraprofessionals	9.3	6.6	11.7	7.0	5.2	8.1
Clerical and secretarial	17.6	4.2	29.6	8.0	1.6	11.9
Skilled crafts	2.4	4.7	0.3	1.3	3.1	0.2
Service/maintenance	10.4	13.0	8.0	7.8	12.5	4.9
Other employees	0.0	0.0	0.0	4.1	2.3	5.2
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	87.6	92.6	81.7	80.8	86.0	76.7
Executive/administrative/managerial	10.9	9.1	13.1	13.2	15.0	15.4
Faculty (instruction/research)	70.0	79.1	59.3	50.4	60.1	42.7
Instruction/research assistants	0.5	0.7	0.3	0.5	0.8	0.2
Professional (support/service)	6.2	3.8	9.0	14.7	10.1	18.4
Nonprofessional staff	12.4	7.4	18.3	19.2	14.0	23.3
Technical and paraprofessionals	2.8	1.9	4.0	3.9	2.9	4.7
Clerical and secretarial	7.3	2.3	13.2	6.0	1.3	9.7
Skilled crafts	0.1	0.2	0.0	0.7	0.9	0.5
Service/maintenance	2.1	3.0	1.2	1.9	3.4	0.7
Other employees	0.0	0.0	0.0	6.7	5.6	7.6

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE:--For 4 and 2 year data, see tables 2 and 3 respectively. Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 4B.--Percent distribution of employees in 4- and 2 year postsecondary institutions, by primary occupation and by level of institution, employment status, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	4-year			2-year		
	Total	Full-time	Part-time	Total	Full-time	Part-time
Total	80.6	83.0	69.7	19.4	15.0	30.3
Professional staff	78.3	83.6	68.6	21.7	16.4	31.4
Executive/administrative/managerial	81.4	81.6	76.3	18.6	18.4	23.7
Faculty (instruction/research)	70.2	79.3	53.5	29.8	20.7	46.5
Instruction/research assistants	85.1	na	85.1	14.9	na	14.9
Professional (support/service)	90.3	91.0	86.7	9.7	9.0	13.3
Nonprofessional staff	84.4	86.8	73.2	15.6	13.2	26.8
Technical and paraprofessionals	81.0	86.6	71.7	19.0	13.4	28.3
Clerical and secretarial	85.2	86.7	72.1	14.8	13.3	27.9
Skilled crafts	90.1	90.8	76.3	9.9	9.2	23.7
Service/maintenance	86.7	87.9	80.2	13.3	12.1	19.8
Other employees	2.1	1.4	4.3	97.9	98.6	95.7
Public, total	74.6	80.4	61.2	25.4	19.6	38.8
Professional staff	72.2	79.1	60.6	27.8	20.9	39.4
Executive/administrative/managerial	74.5	74.8	65.4	25.5	25.2	34.6
Faculty (instruction/research)	60.7	73.7	36.1	39.3	26.3	63.9
Instruction/research assistants	83.2	na	83.2	16.8	na	16.8
Professional (support/service)	87.9	88.9	82.8	12.1	11.1	17.2
Nonprofessional staff	78.8	82.2	63.3	21.2	17.8	36.7
Technical and paraprofessionals	74.2	81.8	61.1	25.8	18.2	38.9
Clerical and secretarial	79.3	81.3	63.3	20.7	18.7	36.7
Skilled crafts	87.3	88.2	67.2	12.7	11.8	32.8
Service/maintenance	81.5	83.5	69.9	18.5	16.5	30.1
Other employees	0.0	0.0	0.0	100.0	100.0	100.0
Private, nonprofit	97.1	97.5	96.1	2.9	2.5	3.9
Professional staff	96.6	97.0	93.8	3.4	3.0	4.2
Executive/administrative/managerial	96.1	96.3	90.7	3.9	3.7	9.3
Faculty (instruction/research)	95.7	96.3	94.6	4.3	3.7	5.4
Instruction/research assistants	99.7	na	99.7	0.3	na	0.3
Professional (support/service)	98.1	98.3	97.4	1.9	1.7	2.6
Nonprofessional staff	97.9	98.2	96.8	2.1	1.8	3.2
Technical and paraprofessionals	97.8	98.4	96.9	2.2	1.6	3.1
Clerical and secretarial	98.7	98.7	98.3	1.3	1.3	1.7
Skilled crafts	98.4	98.6	95.8	1.6	1.4	4.2
Service/maintenance	97.8	98.0	97.1	2.2	2.0	2.9
Other employees	11.6	8.4	19.1	88.4	91.6	80.9
Private, for profit	32.9	33.8	30.9	67.1	66.2	69.1
Professional staff	34.7	35.6	32.6	65.3	64.4	67.4
Executive/administrative/managerial	26.0	24.0	30.9	74.0	76.0	49.1
Faculty (instruction/research)	40.5	43.4	33.0	59.5	54.6	67.0
Instruction/research assistants	33.9	na	33.9	66.1	na	66.1
Professional (support/service)	17.1	17.8	10.9	82.9	82.2	89.1
Nonprofessional staff	24.0	24.3	22.9	76.0	73.5	77.1
Technical and paraprofessionals	26.2	30.6	22.9	73.8	69.4	77.1
Clerical and secretarial	37.4	36.3	44.4	62.6	63.7	35.6
Skilled crafts	8.2	9.9	5.3	91.8	90.1	94.7
Service/maintenance	35.5	28.6	49.8	64.5	71.4	30.2
Other employees	0.1	0.0	0.2	99.9	100.0	99.8

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: For 4- and 4 year data see tables 2 and 3 respectively. Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education "Data System (IPEDS), Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 4C.--Percent distribution of full-time and part-time employees in 4- and 2-year postsecondary institutions, by primary occupation and by level of institution, and control of institution: 50 states and the District of Columbia, fall, 1991

Primary occupation and control of institution	4-year		2-year	
	Full-time	Part-time	Full-time	Part-time
Total	75.0	25.0	55.0	45.0
Professional staff	69.1	30.9	48.9	51.1
Executive/administrative/managerial	96.1	3.9	94.7	5.3
Faculty (instruction/research)	73.1	26.9	44.8	55.2
Instruction/research assistants	na	100.0	na	100.0
Professional (support/service)	84.3	15.7	77.6	22.4
Nonprofessional staff	84.5	15.5	69.3	30.7
Technical and paraprofessionals	67.1	32.9	44.5	55.5
Clerical and secretarial	91.4	8.6	80.8	19.2
Skilled crafts	95.9	4.1	88.5	11.5
Service/maintenance	85.2	14.8	76.2	23.8
Other employees	50.4	49.6	77.1	22.9
Public, total	75.1	24.9	53.7	46.3
Professional staff	68.5	31.5	47.0	53.0
Executive/administrative/managerial	97.0	3.0	95.4	4.6
Faculty (instruction/research)	79.5	20.5	43.8	56.2
Instruction/research assistants	na	100.0	na	100.0
Professional (support/service)	84.4	15.6	76.4	23.6
Nonprofessional staff	85.7	14.3	69.2	30.8
Technical and paraprofessionals	69.7	30.3	44.6	55.4
Clerical and secretarial	91.2	8.8	80.4	19.6
Skilled crafts	96.9	3.1	89.6	10.4
Service/maintenance	87.5	12.5	76.3	23.7
Other employees	0.0	100.0	84.3	15.7
Private, nonprofit	75.0	25.0	65.4	34.6
Professional staff	70.2	29.8	62.7	37.3
Executive/administrative/managerial	95.5	4.5	88.7	11.3
Faculty (instruction/research)	63.5	36.5	54.0	46.0
Instruction/research assistants	na	100.0	na	100.0
Professional (support/service)	84.0	16.0	77.8	22.2
Nonprofessional staff	82.4	17.6	72.1	27.9
Technical and paraprofessionals	62.7	37.3	47.2	52.8
Clerical and secretarial	91.9	8.1	89.5	10.5
Skilled crafts	93.6	6.4	82.6	17.4
Service/maintenance	81.3	18.7	74.6	25.4
Other employees	50.8	49.2	72.8	27.2
Private, for profit	71.4	28.6	68.6	31.4
Professional staff	71.6	28.4	68.8	31.2
Executive/administrative/managerial	85.6	14.4	95.1	4.9
Faculty (instruction/research)	68.0	32.0	55.7	44.3
Instruction/research assistants	na	100.0	na	100.0
Professional (support/service)	93.1	6.9	88.3	11.5
Nonprofessional staff	69.9	30.1	68.0	32.0
Technical and paraprofessionals	48.9	51.1	39.2	60.8
Clerical and secretarial	82.6	17.4	86.9	13.1
Skilled crafts	75.0	25.0	60.6	39.4
Service/maintenance	54.4	45.6	74.7	25.3
Other employees	0.0	100.0	66.7	33.3

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: For 4- and 2-year data see tables 2 and 3 respectively. Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 4D.--Percent distribution of professional and nonprofessional employees in 4- and 2-year postsecondary institutions, by primary occupation and by level of institution, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
All staff						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	9.6	9.9	4.7	7.9	8.8	6.9
Faculty (instruction/research)	46.9	55.5	18.2	72.0	73.7	70.2
Instruction/research assistants	13.1	14.1	6.1	8.3	8.7	7.8
Professional (support/service)	30.3	20.6	22.2	11.8	8.7	15.1
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	23.3	23.2	23.4	29.6	26.4	31.2
Clerical and secretarial	43.5	13.8	59.6	40.8	13.4	55.0
Skilled crafts	7.4	19.8	0.7	4.4	11.5	0.7
Service/maintenance	25.7	43.2	16.3	21.4	44.8	9.3
Other employees	0.0	0.0	0.0	3.8	4.0	3.7
Public						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	7.7	8.4	6.7	6.8	8.0	5.5
Faculty (instruction/research)	43.4	51.6	32.2	72.8	74.1	71.4
Instruction/research assistants	17.5	18.5	16.0	9.2	9.5	8.8
Professional (support/service)	31.5	21.5	45.1	11.2	8.4	14.3
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	23.3	23.3	23.2	30.1	26.8	31.8
Clerical and secretarial	43.0	13.3	59.5	41.7	13.8	56.3
Skilled crafts	8.2	21.6	0.8	4.4	11.6	0.7
Service/maintenance	25.5	41.8	16.5	21.6	45.2	9.2
Other employees	0.0	0.0	0.0	2.2	2.5	2.0
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	13.0	12.5	13.7	15.3	17.7	13.7
Faculty (instruction/research)	52.8	62.2	40.6	68.5	68.8	68.2
Instruction/research assistants	5.4	5.9	4.7	0.5	0.5	0.5
Professional (support/service)	28.8	19.3	41.0	15.7	13.0	17.5
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	23.4	23.1	23.6	24.8	21.1	26.6
Clerical and secretarial	44.3	14.7	59.6	28.3	6.4	39.0
Skilled crafts	6.0	16.5	0.6	4.7	12.5	0.8
Service/maintenance	26.2	45.7	16.1	27.6	50.8	16.3
Other employees	0.0	0.0	0.0	14.6	9.3	17.2
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	12.5	9.8	16.1	18.8	17.4	20.1
Faculty (instruction/research)	79.9	83.4	72.6	62.4	69.9	55.7
Instruction/research assistants	0.6	0.7	0.3	0.6	0.9	0.2
Professional (support/service)	7.1	4.1	11.1	18.2	11.8	24.0
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	22.8	25.2	21.6	20.8	20.5	20.3
Clerical and secretarial	58.8	31.7	71.8	31.7	9.1	41.6
Skilled crafts	1.0	2.8	0.2	3.7	6.6	2.2
Service/maintenance	17.3	40.4	6.3	10.2	24.1	3.2
Other employees	0.1	0.0	0.1	35.7	39.8	32.7

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: For 4- and 2 year data see tables 2 and 3 respectively. Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 4E.--Percent distribution of full-time professional and nonprofessional employees in 4- and 2 year postsecondary institutions, by primary occupation and by level of institution, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
All staff						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	13.4	13.7	12.9	13.3	16.9	13.5
Faculty (instruction/research)	49.6	60.9	34.2	66.0	69.5	62.0
Instruction/research assistants	na	na	na	na	na	na
Professional (support/service)	37.0	25.5	52.8	18.7	13.6	24.5
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	18.5	22.0	16.6	19.0	21.7	17.6
Clerical and secretarial	47.1	11.9	66.6	47.6	7.8	68.5
Skilled crafts	8.4	22.3	0.7	5.6	15.2	0.6
Service/maintenance	26.0	43.7	16.1	23.6	50.8	9.2
Other employees	0.0	0.0	0.0	4.2	4.5	4.1
Public						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	10.9	11.8	9.6	13.9	15.9	11.4
Faculty (instruction/research)	50.3	61.4	34.6	67.9	70.8	64.4
Instruction/research assistants	na	na	na	na	na	na
Professional (support/service)	38.8	26.8	55.8	18.2	13.3	24.2
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	18.9	22.2	17.0	19.4	22.2	17.9
Clerical and secretarial	45.8	11.0	65.6	48.4	7.9	69.9
Skilled crafts	9.3	24.2	0.8	5.7	15.5	0.6
Service/maintenance	26.0	42.7	16.6	23.8	51.3	9.2
Other employees	0.0	0.0	0.0	11.3	6.1	26.7
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	17.7	17.2	18.5	21.6	23.7	19.0
Faculty (instruction/research)	47.8	59.4	32.7	58.9	57.3	59.9
Instruction/research assistants	na	na	na	na	na	na
Professional (support/service)	34.5	23.4	48.8	19.5	17.0	21.1
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	17.8	21.7	15.8	16.2	14.9	16.9
Clerical and secretarial	49.4	13.7	68.3	35.1	4.5	50.3
Skilled crafts	6.9	18.9	0.5	5.3	14.8	0.7
Service/maintenance	25.9	45.8	15.4	28.5	55.7	15.1
Other employees	0.0	0.0	0.0	14.8	10.1	17.1
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	14.9	11.4	19.2	26.0	24.4	27.5
Faculty (instruction/research)	75.9	83.1	67.0	50.5	59.7	42.4
Instruction/research assistants	na	na	na	na	na	na
Professional (support/service)	9.2	5.4	13.8	23.4	15.9	30.1
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	15.9	27.0	11.7	11.7	16.0	9.8
Clerical and secretarial	69.5	30.6	84.4	39.7	10.7	52.9
Skilled crafts	1.1	3.9	0.0	3.2	8.0	1.1
Service/maintenance	13.5	38.5	3.9	10.9	26.4	3.9
Other employees	0.0	0.0	0.0	34.4	38.9	32.3

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: For 4- and 2 year data see tables 2 and 3 respectively. Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 4F.--Percent distribution of part-time professional and nonprofessional employees in 4- and 2-year postsecondary institutions, by primary occupation and by level of institution, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
All staff						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	1.2	1.0	1.5	0.8	0.7	0.9
Faculty (instruction/research)	40.9	43.0	38.4	77.8	78.0	77.6
Instruction/research assistants	42.5	46.9	36.9	16.2	17.5	14.9
Professional (support/service)	15.4	9.1	23.2	5.2	3.8	6.6
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	49.4	30.5	58.3	53.4	37.1	61.6
Clerical and secretarial	24.0	25.4	23.4	25.5	26.3	25.1
Skilled crafts	2.0	4.3	0.8	1.7	2.9	1.0
Service/maintenance	24.6	39.7	17.5	16.6	30.8	9.4
Other employees	0.0	0.1	0.0	2.8	2.9	2.8
Public						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	0.7	0.6	0.9	0.6	0.5	0.7
Faculty (instruction/research)	28.3	28.9	27.5	77.2	77.2	77.1
Instruction/research assistants	55.4	61.4	48.0	22.4	24.0	20.7
Professional (support/service)	15.6	9.0	23.6	5.0	3.8	6.3
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	49.3	30.9	58.0	54.2	37.4	62.7
Clerical and secretarial	26.6	29.4	25.2	26.6	27.7	26.0
Skilled crafts	1.8	4.2	0.7	1.5	2.7	0.9
Service/maintenance	22.3	35.5	16.1	16.6	31.0	9.3
Other employees	0.0	0.0	0.0	6.8	3.9	11.6
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	2.0	1.5	2.5	4.7	5.3	4.2
Faculty (instruction/research)	64.5	69.0	58.9	84.6	86.4	83.2
Instruction/research assistants	28.0	29.0	26.5	1.7	1.5	1.8
Professional (support/service)	15.4	9.4	22.9	9.4	7.0	11.1
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	49.6	30.1	58.8	47.0	37.5	51.5
Clerical and secretarial	20.3	19.7	20.6	10.7	11.4	10.3
Skilled crafts	2.2	4.6	1.0	2.9	6.5	1.2
Service/maintenance	27.8	45.5	19.4	25.2	37.7	19.2
Other employees	0.1	0.1	0.1	14.3	7.0	17.7
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	6.3	6.0	6.8	3.0	2.2	3.6
Faculty (instruction/research)	90.0	90.6	89.0	88.5	91.9	85.3
Instruction/research assistants	2.2	2.6	1.5	2.1	3.3	0.9
Professional (support/service)	1.7	1.0	2.8	6.7	2.9	10.3
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	38.7	22.5	50.9	38.6	28.9	43.9
Clerical and secretarial	34.0	33.3	34.6	12.7	5.9	16.3
Skilled crafts	0.8	1.0	0.7	4.5	3.9	4.7
Service/maintenance	26.2	43.1	13.4	7.9	19.7	1.5
Other employees	0.8	0.0	2.8	36.4	41.6	33.6

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: For 4- and 2 year data see tables 2 and 3 respectively. Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 5.—Number of employees in less-than-2-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	62,660	27,089	35,571	41,493	17,361	24,132	21,168	9,728	11,439
Professional staff	53,424	23,480	29,944	34,804	14,795	20,008	18,620	8,685	9,935
Executive/administrative/managerial	11,240	4,512	6,728	10,209	4,195	6,014	1,031	317	714
Faculty (instruction/research)	34,822	16,560	18,262	18,473	8,501	9,973	16,349	8,060	8,290
Instruction/research assistants	40	26	14	0	0	0	40	26	14
Professional (support/service)	7,321	2,382	4,939	6,121	2,099	4,022	1,200	283	917
Nonprofessional staff	9,236	3,609	5,627	6,689	2,565	4,124	2,547	1,043	1,504
Technical and paraprofessionals	2,165	737	1,427	1,549	523	1,026	616	214	402
Clerical and secretarial	349	29	320	331	26	305	18	3	15
Skilled crafts	40	30	10	38	28	10	2	2	0
Service/maintenance	70	64	6	53	49	4	17	15	2
Other employees	6,612	2,748	3,864	4,718	1,939	2,779	1,895	809	1,085
Public, total	12,862	6,127	6,735	7,645	3,427	4,218	5,217	2,700	2,517
Professional staff	10,608	5,233	5,375	6,005	2,811	3,194	4,603	2,422	2,181
Executive/administrative/managerial	762	447	315	719	414	305	43	33	10
Faculty (instruction/research)	8,603	4,424	4,179	4,244	2,088	2,156	4,359	2,336	2,023
Instruction/research assistants	0	0	0	0	0	0	0	0	0
Professional (support/service)	1,243	362	881	1,042	309	733	201	53	148
Nonprofessional staff	2,254	894	1,360	1,640	616	1,024	614	278	336
Technical and paraprofessionals	565	156	409	405	122	283	160	34	126
Clerical and secretarial	10	0	10	10	0	10	0	0	0
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	8	8	0	8	8	0	0	0	0
Other employees	1,671	730	941	1,217	486	731	454	244	210
Private, nonprofit	6,605	3,208	3,396	3,775	1,722	2,054	2,829	1,487	1,343
Professional staff	5,185	2,643	2,542	2,592	1,233	1,360	2,593	1,411	1,183
Executive/administrative/managerial	1,050	433	617	945	412	533	105	21	83
Faculty (instruction/research)	3,332	1,877	1,455	959	513	447	2,372	1,364	1,008
Instruction/research assistants	2	1	1	0	0	0	2	1	1
Professional (support/service)	802	332	470	688	308	380	114	24	90
Nonprofessional staff	1,419	565	854	1,183	489	694	236	76	160
Technical and paraprofessionals	373	101	272	300	85	214	73	15	58
Clerical and secretarial	13	1	12	10	1	9	3	0	3
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	4	2	2	2	1	1	2	1	1
Other employees	1,030	461	568	871	402	470	158	60	98
Private, for profit	43,193	17,754	25,440	30,072	12,212	17,860	13,121	5,541	7,580
Professional staff	37,631	15,604	22,027	26,206	10,752	15,455	11,424	4,853	6,572
Executive/administrative/managerial	9,428	3,632	5,797	8,545	3,369	5,176	883	262	621
Faculty (instruction/research)	22,888	10,259	12,628	13,270	5,900	7,370	9,618	4,360	5,258
Instruction/research assistants	38	25	13	0	0	0	38	25	13
Professional (support/service)	5,276	1,688	3,588	4,391	1,482	2,909	885	206	680
Nonprofessional staff	5,563	2,150	3,413	3,866	1,461	2,405	1,697	689	1,008
Technical and paraprofessionals	1,227	481	746	844	316	528	382	165	218
Clerical and secretarial	326	28	298	311	25	286	15	3	12
Skilled crafts	40	30	10	38	28	10	2	2	0
Service/maintenance	58	54	4	43	40	3	15	14	1
Other employees	3912	1557	2355	2630	1051	1578	1282	505	777

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (HEO-6) survey, 1991.

Table 6.--Number of employees in institutions of higher education, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,545,235	1,227,591	1,317,644	1,812,912	868,767	944,145	732,323	358,824	373,499
Professional staff	1,595,460	895,591	699,869	1,031,797	591,315	440,482	563,663	304,276	259,387
Executive/administrative/managerial	144,755	85,423	59,332	139,116	82,875	56,241	5,639	2,548	3,091
Faculty (instruction/research)	826,252	525,599	300,653	535,623	366,213	169,410	290,629	159,386	131,243
Instruction/research assistants	197,751	119,125	78,626	0	0	0	197,751	119,125	78,626
Professional (support/service)	426,702	165,444	261,258	357,058	142,227	214,831	69,644	23,217	46,427
Nonprofessional staff	949,775	332,000	617,775	781,115	277,452	503,663	168,660	54,548	114,112
Technical and paraprofessionals	230,588	78,693	151,895	144,967	61,100	83,867	85,621	17,593	68,028
Clerical and secretarial	412,342	46,014	366,328	370,817	31,808	339,009	41,523	14,206	27,319
Skilled crafts	66,522	62,048	4,474	63,327	59,866	3,461	3,195	2,182	1,013
Service/maintenance	239,813	145,091	94,722	201,596	124,549	77,047	38,217	20,542	17,675
Other employees	510	154	356	408	129	279	102	25	77
Public, total	1,783,328	867,578	915,750	1,242,081	602,106	639,975	541,247	265,472	275,775
Professional staff	1,133,264	637,718	495,546	707,456	409,659	297,797	425,808	228,059	197,749
Executive/administrative/managerial	84,446	53,025	31,421	81,536	51,670	29,866	2,910	1,355	1,555
Faculty (instruction/research)	580,908	364,751	216,157	380,333	258,366	121,967	200,575	106,385	94,190
Instruction/research assistants	173,560	104,186	69,374	0	0	0	173,560	104,186	69,374
Professional (support/service)	294,350	115,756	178,594	245,587	99,623	145,964	48,763	16,133	32,630
Nonprofessional staff	650,064	229,860	420,204	534,625	192,447	342,178	115,439	37,413	78,026
Technical and paraprofessionals	160,509	53,218	105,291	101,450	42,784	58,666	59,059	12,434	46,625
Clerical and secretarial	279,420	31,035	248,385	248,541	20,185	228,356	30,879	10,850	20,029
Skilled crafts	48,444	45,243	3,201	46,490	43,879	2,611	1,954	1,364	590
Service/maintenance	161,256	98,237	63,019	137,778	85,481	52,297	23,478	12,756	10,722
Other employees	435	127	308	366	118	248	69	9	60
Private, nonprofit	742,924	351,059	391,865	558,477	261,090	297,387	184,447	89,969	94,478
Professional staff	447,795	250,302	197,493	315,219	176,979	138,240	132,576	73,323	59,253
Executive/administrative/managerial	58,023	31,226	26,797	55,365	30,070	25,295	2,658	1,156	1,502
Faculty (instruction/research)	236,066	155,477	80,589	150,865	105,170	45,695	85,201	50,307	34,894
Instruction/research assistants	24,054	14,832	9,222	0	0	0	24,054	14,832	9,222
Professional (support/service)	129,652	48,767	80,885	108,989	41,739	67,250	20,663	7,028	13,635
Nonprofessional staff	295,129	100,757	194,372	243,258	84,111	159,147	51,871	16,646	35,225
Technical and paraprofessionals	69,084	23,150	45,934	43,163	18,147	25,016	25,919	5,003	20,916
Clerical and secretarial	130,378	14,679	115,699	120,086	11,419	108,667	10,292	3,260	7,032
Skilled crafts	17,833	16,661	1,192	16,689	15,869	820	1,164	792	372
Service/maintenance	77,802	46,267	31,535	63,308	38,676	24,632	14,494	7,591	6,903
Other employees	12	0	12	10	0	10	2	0	2
Private, for profit	18,983	8,954	10,029	12,354	5,571	6,783	6,629	3,383	3,246
Professional staff	14,401	7,571	6,830	9,122	4,677	4,445	5,279	2,894	2,385
Executive/administrative/managerial	2,286	1,172	1,114	2,215	1,135	1,080	71	37	34
Faculty (instruction/research)	9,278	5,371	3,907	4,425	2,677	1,748	4,833	2,694	2,159
Instruction/research assistants	137	107	30	0	0	0	137	107	30
Professional (support/service)	2,700	921	1,779	2,482	865	1,617	218	56	162
Nonprofessional staff	4,582	1,383	3,199	3,232	894	2,338	1,350	489	861
Technical and paraprofessionals	995	325	670	332	169	183	643	156	487
Clerical and secretarial	2,544	300	2,244	2,190	204	1,986	354	96	258
Skilled crafts	225	144	81	148	118	30	77	26	51
Service/maintenance	755	587	168	510	392	118	245	195	50
Other employees	63	27	36	32	11	21	31	16	15

For institutions that completed the Consolidated (CN) survey, the other employees category include staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 6A.--Number of employees in 4-year institutions of higher education, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,076,423	1,007,482	1,068,941	1,560,254	751,242	809,012	516,169	256,240	259,929
Professional staff	1,269,157	724,100	545,057	877,742	507,728	370,014	391,415	216,372	175,043
Executive/administrative/managerial	120,822	70,923	49,899	116,455	68,972	47,483	4,367	1,951	2,416
Faculty (instruction/research)	591,269	399,738	191,531	433,483	308,203	125,280	157,786	91,535	66,251
Instruction/research assistants	168,333	103,004	65,329	0	0	0	168,333	103,004	65,329
Professional (support/service)	388,733	150,435	238,298	327,804	130,553	197,251	60,929	19,882	41,047
Nonprofessional staff	807,266	283,382	523,884	682,512	243,514	438,998	124,754	39,868	84,886
Technical and paraprofessionals	188,435	65,889	122,546	126,508	53,694	72,814	61,927	12,195	49,732
Clerical and secretarial	351,173	39,164	312,009	321,370	29,011	292,359	29,803	10,153	19,650
Skilled crafts	59,892	56,140	3,752	57,460	54,407	3,053	2,432	1,733	699
Service/maintenance	207,762	122,189	85,573	177,170	106,402	70,768	30,592	15,787	14,805
Other employees	4	0	4	4	0	4	0	0	0
Public, total	1,341,914	659,625	682,289	1,007,874	492,676	515,198	334,040	166,949	167,091
Professional staff	826,633	475,814	350,819	566,184	332,286	233,898	260,449	143,528	116,921
Executive/administrative/managerial	63,674	40,186	23,488	61,765	39,286	22,479	1,909	900	1,009
Faculty (instruction/research)	358,376	245,343	113,033	284,770	203,872	80,898	73,606	41,471	32,135
Instruction/research assistants	144,344	88,187	56,157	0	0	0	144,344	88,187	56,157
Professional (support/service)	260,239	102,098	158,141	219,649	89,128	130,521	40,590	12,970	27,620
Nonprofessional staff	515,281	183,811	331,470	441,690	160,390	281,300	73,591	23,421	50,170
Technical and paraprofessionals	119,873	42,869	77,004	83,565	35,638	47,927	36,308	7,231	29,077
Clerical and secretarial	221,687	24,465	197,222	202,130	17,571	184,559	19,557	6,894	12,663
Skilled crafts	42,311	39,719	2,592	40,997	38,744	2,253	1,314	975	339
Service/maintenance	131,410	76,758	54,652	114,998	68,437	46,561	16,412	8,321	8,091
Other employees	0	0	0	0	0	0	0	0	0
Private, nonprofit	728,719	344,854	383,865	548,956	256,920	292,036	179,763	87,934	91,829
Professional staff	438,181	245,749	192,432	309,145	174,071	135,074	129,036	71,678	57,358
Executive/administrative/managerial	56,514	30,400	26,114	54,068	29,353	24,715	2,446	1,047	1,399
Faculty (instruction/research)	229,893	152,447	77,446	147,565	103,513	44,052	82,328	48,934	33,394
Instruction/research assistants	23,969	14,800	9,169	0	0	0	23,969	14,800	9,169
Professional (support/service)	127,805	48,102	79,703	107,512	41,205	66,307	20,293	6,897	13,396
Nonprofessional staff	290,538	99,105	191,433	239,811	82,849	156,962	50,727	16,256	34,471
Technical and paraprofessionals	68,236	22,906	45,330	42,792	17,986	24,806	25,444	4,920	20,524
Clerical and secretarial	128,631	14,550	114,081	118,524	11,353	107,171	10,107	3,197	6,910
Skilled crafts	17,566	16,408	1,158	16,452	15,652	800	1,114	756	358
Service/maintenance	76,101	45,241	30,860	62,039	37,858	24,181	14,062	7,383	6,679
Other employees	4	0	4	4	0	4	0	0	0
Private, for profit	5,790	3,003	2,787	3,424	1,646	1,778	2,366	1,357	1,009
Professional staff	4,343	2,537	1,806	2,413	1,371	1,042	1,930	1,166	764
Executive/administrative/managerial	634	337	297	622	333	289	12	4	8
Faculty (instruction/research)	3,000	1,948	1,052	1,148	818	330	1,852	1,130	722
Instruction/research assistants	20	17	3	0	0	0	20	17	3
Professional (support/service)	689	235	454	643	220	423	46	15	31
Nonprofessional staff	1,447	466	981	1,011	275	736	436	191	245
Technical and paraprofessionals	326	114	212	151	70	81	175	44	131
Clerical and secretarial	855	149	706	716	87	629	139	62	77
Skilled crafts	15	13	2	11	11	0	4	2	2
Service/maintenance	251	190	61	133	107	26	118	83	35
Other employees	0	0	0	0	0	0	0	0	0

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), *Fall Staff* survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 6B.--Number of employees in 2-year institutions of higher education, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	468,079	219,808	248,271	252,103	117,308	134,795	215,976	102,500	113,476
Professional staff	325,859	171,267	154,592	153,758	83,435	70,323	172,101	87,832	84,269
Executive/administrative/managerial	23,834	14,446	9,388	22,564	13,850	8,714	1,270	596	674
Faculty (instruction/research)	234,733	125,727	109,006	102,016	57,933	44,083	132,717	67,794	64,923
Instruction/research assistants	29,405	16,109	13,296	na	na	na	29,405	16,109	13,296
Professional (support/service)	37,887	14,985	22,902	29,178	11,652	17,526	8,709	3,333	5,376
Nonprofessional staff	142,220	48,541	93,679	98,345	33,873	64,472	43,875	14,668	29,207
Technical and paraprofessionals	42,120	12,791	29,329	18,434	7,397	11,037	23,686	5,394	18,292
Clerical and secretarial	60,973	6,838	54,135	49,266	2,786	46,480	11,707	4,052	7,655
Skilled crafts	6,599	5,882	717	5,838	5,435	403	761	447	314
Service/maintenance	32,022	22,876	9,146	24,403	18,126	6,277	7,619	4,750	2,869
Other employees	506	154	352	404	129	275	102	25	77
Public, total	441,343	207,911	233,432	234,152	109,394	124,758	207,191	98,517	108,674
Professional staff	306,578	161,870	144,708	141,235	77,345	63,890	165,343	84,525	80,818
Executive/administrative/managerial	20,765	12,833	7,932	19,764	12,378	7,386	1,001	455	546
Faculty (instruction/research)	222,494	119,382	103,112	95,541	54,474	41,067	126,953	64,908	62,045
Instruction/research assistants	29,216	15,999	13,217	na	na	na	29,216	15,999	13,217
Professional (support/service)	34,103	13,656	20,447	25,930	10,493	15,437	8,173	3,163	5,010
Nonprofessional staff	134,765	46,041	88,724	92,917	32,049	60,868	41,848	13,992	27,856
Technical and paraprofessionals	40,636	12,349	28,287	17,885	7,146	10,739	22,751	5,203	17,548
Clerical and secretarial	57,723	6,570	51,153	46,401	2,614	43,787	11,322	3,956	7,366
Skilled crafts	6,133	5,524	609	5,493	5,135	358	640	389	251
Service/maintenance	29,838	21,471	8,367	22,772	17,036	5,736	7,066	4,435	2,631
Other employees	435	127	308	366	118	248	69	9	60
Private, nonprofit	14,149	6,184	7,965	9,493	4,162	5,331	4,656	2,022	2,634
Professional staff	9,568	4,534	5,034	6,052	2,901	3,151	3,516	1,633	1,883
Executive/administrative/managerial	1,500	822	678	1,290	714	576	210	108	102
Faculty (instruction/research)	6,144	3,018	3,126	3,289	1,654	1,635	2,855	1,364	1,491
Instruction/research assistants	83	31	52	na	na	na	83	31	52
Professional (support/service)	1,841	663	1,178	1,473	533	940	368	130	238
Nonprofessional staff	4,581	1,650	2,931	3,441	1,261	2,180	1,140	389	751
Technical and paraprofessionals	847	244	603	372	161	211	475	83	392
Clerical and secretarial	1,742	129	1,613	1,559	66	1,493	183	63	120
Skilled crafts	287	253	34	237	217	20	50	36	14
Service/maintenance	1,697	1,024	673	1,267	817	450	430	207	223
Other employees	8	0	8	6	0	6	2	0	2
Private, for profit	12,587	5,713	6,874	8,458	3,752	4,706	4,129	1,961	2,168
Professional staff	9,713	4,863	4,850	6,471	3,189	3,282	3,242	1,674	1,568
Executive/administrative/managerial	1,569	791	778	1,510	758	752	59	33	26
Faculty (instruction/research)	6,095	3,327	2,768	3,186	1,805	1,381	2,909	1,522	1,387
Instruction/research assistants	106	79	27	na	na	na	106	79	27
Professional (support/service)	1,943	666	1,277	1,775	626	1,149	168	40	128
Nonprofessional staff	2,874	850	2,024	1,987	563	1,424	887	287	600
Technical and paraprofessionals	637	198	439	177	90	87	460	108	352
Clerical and secretarial	1,508	139	1,369	1,306	106	1,200	202	33	169
Skilled crafts	179	105	74	108	83	25	71	22	49
Service/maintenance	487	381	106	364	273	91	123	108	15
Other employees	63	27	36	32	11	21	31	16	15

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 6C.--Number of employees in less-than-2-year institutions of higher education, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	733	301	432	555	217	338	178	84	94
Professional staff	444	224	220	297	152	145	147	72	75
Executive/administrative/managerial	99	54	45	97	53	44	2	1	1
Faculty (instruction/research)	250	134	116	124	77	47	126	57	69
Instruction/research assistants	13	12	1	na	na	na	13	12	1
Professional (support/service)	82	24	58	76	22	54	6	2	4
Nonprofessional staff	289	77	212	258	65	193	31	12	19
Technical and paraprofessionals	33	13	20	25	9	16	8	4	4
Clerical and secretarial	196	12	184	181	11	170	15	1	14
Skilled crafts	31	26	5	29	24	5	2	2	0
Service/maintenance	29	26	3	23	21	2	6	5	1
Other employees	0	0	0	0	0	0	0	0	0
Public, total	71	42	29	55	36	19	16	6	10
Professional staff	53	34	19	37	28	9	16	6	10
Executive/administrative/managerial	7	6	1	7	6	1	0	0	0
Faculty (instruction/research)	38	26	12	22	20	2	16	6	10
Instruction/research assistants	0	0	0	na	na	na	0	0	0
Professional (support/service)	8	2	6	8	2	6	0	0	0
Nonprofessional staff	18	8	10	18	8	10	0	0	0
Technical and paraprofessionals	0	0	0	0	0	0	0	0	0
Clerical and secretarial	10	0	10	10	0	10	0	0	0
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	8	8	0	8	8	0	0	0	0
Other employees	0	0	0	0	0	0	0	0	0
Private, nonprofit	56	21	35	28	8	20	28	13	15
Professional staff	46	19	27	22	7	15	24	12	12
Executive/administrative/managerial	9	4	5	7	3	4	2	1	1
Faculty (instruction/research)	29	12	17	11	3	8	18	9	9
Instruction/research assistants	2	1	1	na	na	na	2	1	1
Professional (support/service)	6	2	4	4	1	3	2	1	1
Nonprofessional staff	10	2	8	6	1	5	4	1	3
Technical and paraprofessionals	1	0	1	1	0	1	0	0	0
Clerical and secretarial	5	0	5	3	0	3	2	0	2
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	4	2	2	2	1	1	2	1	1
Other employees	0	0	0	0	0	0	0	0	0
Private, for profit	606	238	368	472	173	299	134	65	69
Professional staff	345	171	174	238	117	121	107	54	53
Executive/administrative/managerial	83	44	39	83	44	39	0	0	0
Faculty (instruction/research)	183	96	87	91	54	37	92	42	50
Instruction/research assistants	11	11	0	na	na	na	11	11	0
Professional (support/service)	68	20	48	64	19	45	4	1	3
Nonprofessional staff	261	67	194	234	56	178	27	11	16
Technical and paraprofessionals	32	13	19	24	9	15	8	4	4
Clerical and secretarial	181	12	169	168	11	157	13	1	12
Skilled crafts	31	26	5	29	24	5	2	2	0
Service/maintenance	17	16	1	13	12	1	4	4	0
Other employees	0	0	0	0	0	0	0	0	0

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

Table 7. - Number of employees in postsecondary institutions, by primary occupation and by employment status, sex, and control of institution:
50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,606,230	1,273,180	1,333,077	1,868,460	910,472	958,015	737,770	362,708	375,062
Professional staff	1,640,889	933,254	707,635	1,071,823	623,917	447,906	569,066	309,337	259,729
Executive/administrative/managerial	170,454	99,331	71,123	158,940	93,895	65,045	11,514	5,436	6,078
Faculty (instruction/research)	898,201	571,388	326,813	567,506	387,400	180,106	330,695	183,988	146,707
Instruction/research assistants	164,231	99,413	64,818	na	na	na	164,231	99,413	64,818
Professional (support/service)	408,003	163,122	244,881	345,377	142,622	202,755	62,626	20,500	42,126
Nonprofessional staff	965,341	339,899	625,442	796,637	286,528	510,109	168,704	53,371	115,333
Technical and paraprofessionals	180,876	76,894	103,982	147,975	64,949	83,026	32,901	11,945	20,956
Clerical and secretarial	467,007	48,347	418,660	376,399	31,709	344,690	90,608	16,638	73,970
Skilled crafts	69,243	64,416	4,829	65,372	61,903	3,469	3,873	2,513	1,360
Service/maintenance	248,213	150,242	97,971	206,891	127,967	78,924	41,322	22,275	19,047
Public, total	1,752,725	866,328	886,397	1,237,831	614,428	623,403	514,894	251,900	262,994
Professional staff	1,102,682	634,875	467,807	697,506	416,880	280,626	465,176	217,995	187,181
Executive/administrative/managerial	85,344	55,627	29,717	82,113	54,030	28,083	3,231	1,597	1,634
Faculty (instruction/research)	597,128	380,178	216,950	379,049	262,371	116,678	218,079	117,807	100,272
Instruction/research assistants	141,237	85,096	56,141	na	na	na	141,237	85,096	56,141
Professional (support/service)	278,973	113,974	164,999	236,344	100,479	135,865	42,629	13,495	29,134
Nonprofessional staff	650,043	231,453	418,590	540,325	197,548	342,777	109,718	33,905	75,813
Technical and paraprofessionals	127,427	55,072	72,355	103,192	46,212	56,980	24,235	8,860	15,375
Clerical and secretarial	309,968	30,611	279,357	249,772	19,546	230,226	60,196	11,065	49,131
Skilled crafts	50,045	46,659	3,386	47,496	44,944	2,552	2,549	1,715	834
Service/maintenance	162,603	99,111	63,492	139,865	86,846	53,019	22,738	12,265	10,473
Private, total	853,505	406,843	446,680	630,629	296,035	334,612	222,876	110,808	112,068
Professional staff	538,207	298,379	239,828	374,317	207,037	88,665	163,890	91,342	72,548
Executive/administrative/managerial	85,110	43,704	41,406	76,827	39,865	36,962	8,283	3,839	4,444
Faculty (instruction/research)	301,073	191,210	109,863	188,457	125,029	63,428	112,616	66,181	46,435
Instruction/research assistants	22,994	14,317	8,677	na	na	na	22,994	14,317	8,677
Professional (support/service)	129,030	49,148	79,882	109,033	42,143	66,890	19,997	7,005	12,992
Nonprofessional staff	315,298	108,446	206,852	256,312	88,980	167,332	58,986	19,466	39,520
Technical and paraprofessionals	53,449	21,822	31,627	44,783	18,737	26,046	8,666	3,085	5,581
Clerical and secretarial	157,039	17,736	139,303	126,627	12,163	114,464	30,412	5,573	24,839
Skilled crafts	19,200	17,757	1,443	17,876	16,959	917	1,324	798	526
Service/maintenance	85,610	51,131	34,479	67,026	41,121	25,905	18,584	10,010	8,574
Private, nonprofit	757,676	364,992	392,684	565,108	268,337	296,771	192,568	96,655	95,913
Professional staff	456,560	261,225	195,335	319,630	182,655	136,975	136,930	78,570	58,360
Executive/administrative/managerial	63,254	34,461	28,793	58,685	32,189	26,496	4,569	2,272	2,297
Faculty (instruction/research)	249,406	166,318	83,088	158,700	110,756	47,944	90,706	55,562	35,144
Instruction/research assistants	22,536	14,064	8,472	na	na	na	22,536	14,064	8,472
Professional (support/service)	121,364	46,382	74,982	102,245	39,710	62,535	19,119	6,672	12,447
Nonprofessional staff	301,116	103,767	197,349	245,478	85,682	159,796	55,638	18,085	37,553
Technical and paraprofessionals	51,577	20,923	30,654	43,363	18,078	25,285	8,214	2,845	5,369
Clerical and secretarial	148,144	16,677	131,467	119,521	11,413	108,108	28,623	5,264	23,359
Skilled crafts	18,591	17,307	1,284	17,375	16,583	792	1,216	724	492
Service/maintenance	82,804	48,860	33,944	65,219	39,608	25,611	17,585	9,252	8,333
Private, for profit	95,829	41,833	53,996	65,521	27,680	37,841	30,308	14,153	16,155
Professional staff	81,647	37,154	44,493	54,687	24,382	30,305	26,960	12,772	14,188
Executive/administrative/managerial	21,856	9,243	12,613	18,142	7,676	10,466	3,714	1,567	2,147
Faculty (instruction/research)	51,667	24,892	26,775	29,757	14,273	15,484	21,910	10,619	11,291
Instruction/research assistants	458	253	205	na	na	na	458	253	205
Professional (support/service)	7,666	2,766	4,900	6,788	2,433	4,355	878	333	545
Nonprofessional staff	14,182	4,679	9,503	10,834	3,298	7,536	3,348	1,381	1,967
Technical and paraprofessionals	1,872	899	973	1,420	659	761	452	240	212
Clerical and secretarial	8,895	1,059	7,836	7,106	750	6,356	1,789	309	1,480
Skilled crafts	609	450	159	501	376	125	108	74	34
Service/maintenance	2,806	2,271	535	1,807	1,513	294	999	758	241

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

Table 7A.--Number of employees in 4-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,047,284	1,010,824	1,036,460	1,553,610	763,845	789,765	493,674	246,979	246,695
Professional staff	1,235,105	722,714	512,391	863,740	514,149	349,591	371,365	208,565	162,800
Executive/administrative/managerial	123,704	74,817	48,887	118,458	72,251	46,207	5,246	2,566	2,680
Faculty (instruction/research)	592,182	408,178	184,004	432,027	312,304	119,723	160,155	95,874	64,281
Instruction/research assistants	154,543	94,069	60,474	na	na	na	154,543	94,069	60,474
Professional (support/service)	364,676	145,650	219,026	313,255	129,594	183,661	51,421	16,056	35,365
Nonprofessional staff	812,179	288,110	524,069	689,870	249,696	440,174	122,309	38,414	83,895
Technical and paraprofessionals	151,703	65,570	86,133	129,212	57,377	71,835	22,491	8,193	14,298
Clerical and secretarial	385,968	39,709	346,259	321,715	28,496	293,219	64,253	11,213	53,040
Skilled crafts	61,559	57,851	3,708	58,913	56,033	2,880	2,646	1,818	828
Service/maintenance	212,949	124,980	87,969	180,030	107,790	72,240	32,919	17,190	15,729
Public, total	1,310,835	653,990	656,845	1,002,620	500,794	501,826	308,215	153,196	155,019
Professional staff	793,303	467,495	325,808	553,655	335,102	218,553	239,648	132,393	107,255
Executive/administrative/managerial	64,567	42,264	22,303	62,408	41,176	21,232	2,159	1,088	1,071
Faculty (instruction/research)	351,539	245,308	106,231	278,907	203,602	75,305	72,632	41,706	30,926
Instruction/research assistants	132,195	80,102	52,093	na	na	na	132,195	80,102	52,093
Professional (support/service)	245,002	99,821	145,181	212,340	90,324	122,016	32,662	9,497	23,165
Nonprofessional staff	517,532	186,495	331,037	448,965	165,692	283,273	68,567	20,803	47,764
Technical and paraprofessionals	101,337	45,064	56,273	86,559	39,608	46,951	14,778	5,456	9,322
Clerical and secretarial	240,469	23,139	217,330	204,069	17,138	186,931	36,400	6,001	30,399
Skilled crafts	43,370	40,898	2,472	41,873	39,755	2,118	1,497	1,143	354
Service/maintenance	132,356	77,394	54,962	116,464	69,191	47,273	15,892	8,203	7,689
Private, nonprofit	728,969	352,861	376,108	546,737	260,980	285,757	182,232	91,881	90,351
Professional staff	435,692	251,661	184,031	306,849	177,252	129,597	128,843	74,409	54,434
Executive/administrative/managerial	58,408	32,190	26,218	55,373	30,747	24,626	3,035	1,443	1,592
Faculty (instruction/research)	236,126	159,992	76,134	151,339	107,514	43,825	84,787	52,478	32,309
Instruction/research assistants	22,325	13,955	8,370	na	na	na	22,325	13,955	8,370
Professional (support/service)	118,833	45,524	73,309	100,137	38,991	61,146	18,696	6,533	12,163
Nonprofessional staff	293,277	101,200	192,077	239,888	83,728	156,160	53,389	17,472	35,917
Technical and paraprofessionals	50,184	20,396	29,788	42,549	17,704	24,845	7,635	2,692	4,943
Clerical and secretarial	144,538	16,447	128,091	116,897	11,275	105,622	27,641	5,172	22,469
Skilled crafts	18,166	16,939	1,227	17,023	16,267	756	1,143	672	471
Service/maintenance	80,389	47,418	32,971	63,419	38,482	24,937	16,970	8,936	8,034
Private, for profit	7,480	3,973	3,507	4,253	2,071	2,182	3,227	1,902	1,325
Professional staff	6,110	3,558	2,552	3,236	1,795	1,441	2,874	1,763	1,111
Executive/administrative/managerial	729	363	366	677	328	349	52	35	17
Faculty (instruction/research)	4,517	2,878	1,639	1,781	1,188	593	2,736	1,690	1,046
Instruction/research assistants	23	12	11	na	na	na	23	12	11
Professional (support/service)	841	305	536	778	279	499	63	26	37
Nonprofessional staff	1,370	415	955	1,017	276	741	353	139	214
Technical and paraprofessionals	182	110	72	104	65	39	78	45	33
Clerical and secretarial	961	123	838	749	83	666	212	40	172
Skilled crafts	23	14	9	17	11	6	6	3	3
Service/maintenance	204	168	36	147	117	30	57	51	6

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall Staff survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

Table 7B.--Number of employees in 2-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1989

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	476,868	226,076	250,801	259,308	123,179	136,138	217,560	102,897	114,663
Professional staff	334,940	178,245	156,695	181,144	89,255	71,889	173,796	88,990	84,806
Executive/administrative/managerial	23,688	15,625	10,063	24,191	14,903	9,288	1,497	722	775
Faculty (instruction/research)	261,295	141,826	119,469	108,999	62,915	46,084	152,296	78,911	73,385
Instruction/research assistants	9,442	5,179	4,263	na	na	na	9,442	5,179	4,263
Professional (support/service)	38,515	15,615	22,900	27,954	11,437	16,517	10,561	4,178	6,383
Nonprofessional staff	141,928	47,822	94,106	98,164	33,915	64,249	43,764	13,907	29,857
Technical and paraprofessionals	27,409	10,480	16,929	17,534	6,942	10,592	9,875	3,338	6,537
Clerical and secretarial	74,660	8,025	66,635	49,451	2,729	46,722	25,209	5,296	19,913
Skilled crafts	7,172	6,164	1,008	6,058	5,569	489	1,114	595	519
Service/maintenance	32,687	23,153	9,534	25,121	18,675	6,446	7,566	4,478	3,088
Public, total	429,814	206,115	223,699	227,493	109,923	117,570	202,321	96,192	106,129
Professional staff	299,699	161,993	137,706	138,023	78,688	59,335	161,676	83,305	78,371
Executive/administrative/managerial	20,095	12,944	7,151	19,054	12,450	6,604	1,041	494	547
Faculty (instruction/research)	237,021	130,070	106,951	95,326	56,218	39,108	141,695	73,852	67,843
Instruction/research assistants	9,012	4,981	4,031	na	na	na	9,012	4,981	4,031
Professional (support/service)	33,571	13,998	19,573	23,643	10,020	13,623	9,928	3,978	5,950
Nonprofessional staff	130,115	44,122	85,993	89,470	31,235	58,235	40,645	12,887	27,758
Technical and paraprofessionals	25,711	9,806	15,905	16,426	6,544	9,882	9,285	3,352	5,933
Clerical and secretarial	68,383	7,438	60,945	44,677	2,380	42,297	23,706	5,058	18,648
Skilled crafts	6,593	5,696	897	5,568	5,144	424	1,025	552	473
Service/maintenance	29,428	21,092	8,336	22,799	17,167	5,632	6,629	3,925	2,704
Private, total	47,054	19,958	27,102	31,815	13,253	18,568	15,239	6,705	8,534
Professional staff	35,241	16,252	18,989	23,121	10,567	9,799	12,120	5,685	6,435
Executive/administrative/managerial	5,593	2,681	2,912	5,137	2,453	2,684	436	228	228
Faculty (instruction/research)	24,274	11,756	12,518	13,673	6,697	6,976	10,601	5,059	5,542
Instruction/research assistants	430	198	232	na	na	na	430	198	232
Professional (support/service)	4,944	1,617	3,327	4,311	1,417	2,894	633	200	433
Nonprofessional staff	11,813	3,700	8,113	8,694	2,680	6,014	3,119	1,020	2,099
Technical and paraprofessionals	1,698	584	1,114	1,108	398	710	590	186	404
Clerical and secretarial	6,277	587	5,690	4,774	349	4,425	1,503	238	1,265
Skilled crafts	579	468	111	490	425	65	89	43	46
Service/maintenance	3,259	2,061	1,198	2,322	1,508	814	937	553	384
Private, nonprofit	22,035	8,911	13,124	14,816	5,906	8,910	7,219	3,005	4,214
Professional staff	15,216	6,643	8,573	9,830	4,186	5,644	5,366	2,437	2,909
Executive/administrative/managerial	2,009	979	1,030	1,876	912	964	133	67	66
Faculty (instruction/research)	10,680	4,763	5,917	6,037	2,608	3,449	4,623	2,135	2,488
Instruction/research assistants	206	104	102	na	na	na	206	104	102
Professional (support/service)	2,321	797	1,524	1,917	666	1,251	404	131	273
Nonprofessional staff	6,819	2,268	4,551	4,966	1,720	3,246	1,853	548	1,305
Technical and paraprofessionals	1,016	380	636	613	238	375	403	142	261
Clerical and secretarial	3,116	198	2,918	2,274	106	2,168	842	92	730
Skilled crafts	396	339	57	344	308	36	52	31	21
Service/maintenance	2,291	1,351	940	1,735	1,068	667	556	283	273
Private, for profit	25,019	11,041	13,978	16,999	7,341	9,658	8,020	3,700	4,320
Professional staff	20,025	9,609	10,416	13,271	6,381	6,890	6,754	3,228	3,526
Executive/administrative/managerial	3,584	1,702	1,882	3,261	1,541	1,720	323	161	162
Faculty (instruction/research)	13,594	6,993	6,601	7,616	4,089	3,527	5,978	2,904	3,074
Instruction/research assistants	234	94	130	na	na	na	224	94	130
Professional (support/service)	2,623	820	1,803	2,394	751	1,643	229	69	160
Nonprofessional staff	4,994	1,432	3,562	3,728	960	2,768	1,266	472	794
Technical and paraprofessionals	682	204	478	495	160	335	187	44	143
Clerical and secretarial	3,161	389	2,772	2,300	243	2,057	661	146	515
Skilled crafts	183	129	54	146	117	29	37	12	25
Service/maintenance	968	710	258	587	440	147	381	270	111

NOTE: Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1989.

Glossary²

Clerical and Secretarial Staff. Persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, and payroll clerks. Also includes sales clerks such as those employed full time in the bookstore, and library clerks who are not recognized as librarians.

Contracted Services. Services obtained through contracts with outside agencies which would normally be provided by paid employees.

Donated (Contributed) Services. Services provided by volunteers, members of religious orders, or by the Central or System office of an institution for which there is no charge to the campus but that would otherwise be provided by employees paid by the campus.

Executive, Administrative, and Managerial. Persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Included in this category are all officers holding titles such as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department heads, or the equivalent) if their principal activity is administrative. (Note: Includes supervisors of professional employees, while supervisors of nonprofessional employees (technical, clerical, craft, and service/maintenance force) are to be reported within the specific categories of the personnel they supervise.)

Faculty (Instruction/Research). Persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. If their principal activity is instructional, this category includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent). Student teachers or research assistants are not included in this category.

Full-time Staff. Persons on the payroll of the institution (or reporting unit) and classified by the institution as full time. Includes faculty on sabbatical leave and persons who are on leave but remain on the payroll.

²SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System Glossary 1992

Instruction/Research Assistants. Students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. These positions are typically held by graduate students having titles such as teaching assistant, teaching associate, teaching fellow, or research assistant. Students in the College Work-Study Program are not included in this category.

Other Employees Staff. Persons employed directly by the institution in one of the following three categories as their primary occupation: 1) Clerical and secretarial; 2) Skilled crafts and 3) Service/maintenance. Each employee must be accounted for only once. (NOTE: This definition pertains only to the institutions that completed the Consolidated (CN) survey, whereas, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.)

Part-time Staff. Persons on the payroll of the institution (or reporting Unit) and classified by the institution as part time. Students in the College Work-Study Program or casual employees (e.g., persons who are hired to help at registration time or to work in the bookstore for a day or two at the start of a session) are not considered part-time staff.

Postsecondary Education Institution. An institution which has as its sole purpose, or one of its primary missions, the provision of postsecondary education. Postsecondary education is the provision of a formal instructional program whose curriculum is designed primarily for students beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, and continuing professional education, and excludes avocational and adult basic education programs.

Professional. Categories used to describe professional staff are:

- Executive/administrative/managerial
- Faculty (instruction/research)
- Instruction/research assistants
- Professional (support/service)

Professionals (Support/Service). Persons employed for the primary purpose of performing academic support, student services, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Includes employees such as librarians, accountants, student personnel workers, counselors, systems analysts, and coaches.

Service/Maintenance Staff. Persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and students or that contribute to the upkeep and care of buildings, facilities, or grounds of the institutional property. Includes chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garbage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel.

Skilled Crafts Staff. Persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and typesetters.

Technical and Paraprofessionals Staff. Persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered in many 2-year technical institutes, junior colleges, or through equivalent on-the-job training. Includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational categories which are institutionally defined as technical assignments.

SURVEY METHODOLOGY³

Overview

The "Fall Staff" survey is conducted biennially as part of the National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS).⁴ The staff data represent all postsecondary institutions in the United States and its outlying areas. The data are collected in cooperation with the Equal Employment Opportunity Commission (EEOC).

The EEO-6 1991 data are from the Higher Education Staff Information Survey, conducted by the EEOC, which collects data from all postsecondary institutions with 15 or more full-time employees. NCES through the IPEDS system, collects the data for all other institutions. The Fall Staff data tape is the result of the two surveys combined.

The 1991 EEO-6 and IPEDS Fall Staff surveys were mailed to 6,793 in-scope postsecondary education institutions, including 2,550 4-year schools, 2,555 2-year schools, and 248 public less-than-2-year schools. Also included in the universe are 4,029 less-than-2-year private nonprofit and private for-profit schools which were surveyed through, and represented by a sample of 1,440 institutions.

Institutional Universe and Response Rates

Data collection and processing of the IPEDS Fall Staff survey forms were conducted by NCES. The IPEDS Fall Staff questionnaires were mailed out by NCES between August, 1991 and September, 1991.

Data collection and processing of the EEO-6 survey forms were conducted by EEOC. The EEO-6 questionnaires were mailed out by EEOC between October 1, 1991 and October 15, 1991. The "Fall Staff" survey had an overall response of 84.9 percent.

Survey Conduct, Editing and Imputation

The followup for nonresponse by NCES on the fall staff survey was started on December 2, 1991, by letter. The first followup for nonresponse by EEOC on the EEO-6 survey was started on January 1, 1992 by letter with a second followup on February 15, 1992, by certified letter.

³Readers interested in the survey methodology for 1989 Fall Staff, refer to the report "Fall Staff in Postsecondary Institutions, 1989".

⁴Other IPEDS surveys include Institutional Characteristics, Fall Enrollment, Fall Enrollment in Occupationally Specific Programs, Completions, Finance, Salaries, Academic Libraries, and the Consolidated Survey.

On the IPEDS fall staff survey all forms were edited for major reporting and processing errors. Total lines were generated and compared to the reported totals. If there were differences, and these were within an acceptable range of tolerance, the generated total replaced the reported total. If the difference appeared larger than a simple arithmetic error, the institution was contacted to resolve the discrepancy.

On the EEO-6 survey all forms were edited for reporting and processing errors, and institutions were contacted for verification when reported data appeared inconsistent. Data were not checked for consistency with prior year responses. As part of the receipt control process of the EEO-6 form, Part IIA line 20 and Part IIB line 66 were scanned to determine if the sum of the data in column B and column H of each line was 15 or greater. Whenever, the sum of these two cells indicated there were 14 or fewer full-time staff, the survey form was forwarded to NCES, and an entry was made in the receipt control log that the wrong survey form was used. The receipt control log was adjusted to show that the institution should receive an IPEDS Fall Staff form the next survey year.

The overall response rate was calculated as the ratio of the number of completed survey forms divided by the number of in-scope institutions receiving the survey form (table A).

Table A: Fall Staff Response Totals

Level	Institutions receiving survey form	In-scope Institutions responding to survey form	Final Survey Universe*	Percent Response
Total	7,145	5,764	6,793	84.9
4-year	2,604	2,179	2,550	85.5
2-year	2,695	2,268	2,555	88.8
Less than 2-year (Public)	282	204	248	82.3
Less than 2-year (Sample)	1,564	1,113	1,440	77.3

*The final universe takes into account institutions that were deleted from the file because they ceased to exist and institutions which changed from one sector to another subsequent to survey mailout. The Fall Staff survey represents a total net universe of 10,822 institutions, after the sampled institutions have been weighted.

Note: Table A includes institutions for 50 states and D.C., and outlying areas.

Data were imputed for all (EEO-6 and IPEDS) nonresponding institutions, for both total nonresponse to the survey and partial nonresponse to specific data items⁵. Imputation procedures used are described below⁶.

1. For all the reporting schools, a ratio was computed for the number of staff per Full-time Equivalent Enrollment (FTE) by sector⁷ and an average was calculated for each item on the Staff survey form by sector. FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the IPEDS Fall Enrollment survey. If an institution's total line 09 was not the sum of lines 01 to 08, that institution was not used in the calculation. There were very few non-sampled institutions to impute for in sectors 8 and 9, so they were grouped with sector 6 schools, which have similar characteristics.
2. For nonresponding institutions data were imputed for each cell by multiplying the institution's FTE, by the ratio of the average line 09 entry for the sector, for each column and dividing by the average FTE for the sector.
3. For institutions that submitted a partial response to any of lines 01 to 08, but supplied a total, data were imputed for all cells by forming the ratio of the reported line 09 for each column to the average line 09 for the same sector schools for the same column. This ratio was multiplied by the sector average for each cell.
4. Part B of the IPEDS survey form (contracted or donated services) was not imputed for any nonresponding institution.

⁵The proportion of imputed data for key variables averaged 10 percent in executive/administrative/managerial, faculty (instruction/research) and technical and paraprofessionals.

⁶The discussion of editing and imputation procedures applies only to the nonsampled institutions (4-year or more, 2-year, and public less-than-2-year institutions). The procedures used for the sample of private less-than-2-year institutions are discussed separately in this documentation.

⁷Sector is based on an institution's control (public, private nonprofit, private for-profit) and level (4-year, 2-year, less-than-2-year).

Sample of Private Less-Than-Two-Year Schools

Overview

A nationally representative sample of institutions in the private nonprofit and private for-profit less-than-2-year sectors was drawn with probability of selection proportionate to the square root of enrollment. Interval sampling was used after sorting the sampling frame by stratum (see section on stratification), sector, and zip code. While not part of the sample, there are 20 institutions of higher education that were formerly surveyed under the Higher Education General Information Survey (HEGIS) within the sectors covered by the sample. These may be identified on the file by the presence of a FICE code. Their inclusion in the sample with certainty allows for the continuation of higher education trends.

Sampling Frame

The sampling frame used for this sample was the best available as of June 1991, and contained 4,029 institutions in the private nonprofit and private for-profit less-than-2-year sectors. Of the 4,029 schools in these two sectors, 1,538 cases were selected, including 41 institutions which had student populations larger than 1,000. Of the total selected institutions, 194 were found to be out-of-scope or they had moved to another sector, for a final sample of 1,440 private less-than-2-year schools. As a result of reclassification by sector after the sample was drawn, there was a net increase of 83 institutions in the private less-than-2-year sectors.

Stratification

The sampling frame was divided into five strata based on the fields of study most prevalent at the institution, i.e., CIP code category. This was used as a basis for satisfying institutions because it was considered an effective and efficient means of aggregating similar institutions. The detailed grouping of CIP codes is given in table B. The five strata were sampled with probability proportionate to the square root of enrollment after adjustments were made for expected response rates.

Derivation of Weights

The base weights are the inverse of the sampling probabilities. Sample weights for the respondent institutions are produced by adjusting the base weights to account for nonresponse by other institutions in the same sector and stratum. Institutions with more than 1,000 students, which were sampled with certainty, also had their sample weights adjusted for nonresponse.

Size Measure

The sample was drawn with probability proportionate to size, with size defined as the square root of total enrollment. The square root was used to provide a good compromise between a sample optimized for student counts and a sample optimized for school counts. Using a size measure of 1 for each school would provide an exact match of school counts by stratum. Using a size measure of total enrollment would provide an exact match of student counts per stratum, but a relatively poor match of school counts. This is because of the large variation in total enrollment per institution. Total enrollment as a size measure would also provide an exceptionally poor sample of small schools.

Editing and Imputation Procedures

During nonresponse followup, the data for the sample of private less-than-two-year schools were primarily collected using the Postsecondary Education Telephone System (PETS). PETS data went through the same editing process as data received on mail survey forms and data tapes.

No data were imputed for the nonrespondents in the sample. The weights of the responding institutions were adjusted to reflect nonresponse.

Sampling and Nonsampling Error

There are two kinds of errors which affect the accuracy of an estimate based on a sample survey: sampling and nonsampling errors. Sampling error is the error in an estimate which occurs because the estimates are based on a probability sample of the institutions, rather than on all institutions. Nonsampling errors are those errors which would remain even if a complete census of the institutions were attempted, including errors due to nonresponse, reporting errors, and others discussed below under the heading "Nonsampling Error."

Sampling Errors

The standard errors are estimates of errors due to sampling and they enable one to construct confidence intervals. For example, if all possible samples were selected, each of these being chosen under the same conditions as the current sample, then 95 percent of the intervals from 1.96 standard errors less than the estimate to 1.96 standard errors more than the estimate would include the average result of all possible samples. The sampling errors for the Fall Staff sample have been estimated by a procedure called balanced repeated replication. This procedure takes into account the complexities of the sampling design and the weighing of institutions.

Nonsampling Errors

A sampled institution was considered to be a respondent if it supplies counts of total female and total male staff. A respondent institution did not necessarily supply data for each question asked. Failure by an institution to answer a particular question is called item nonresponse. In the case of unit nonresponse, the sample weights were adjusted for the responding institutions in lieu of imputations for the nonrespondents.

In addition to item and unit nonresponse, there are many other potential sources of nonsampling error. These include definitional difficulties, differences in the interpretation of questions, errors by the institutions providing the data, and errors made in recording the data. No measure of the nonsampling error from such sources is currently available.

The percentages of sampled institutions responding to the survey by sector and stratum are provided in table B. Weighting adjustment, described previously, partially corrects for any bias due to nonresponse error. ("Bias" is the difference, averaged over all possible samples, between the estimated and true value of a quantity.) However, biases will persist to the degree that the responding institutions in a sector and stratum are not representative of the nonresponding institutions in that sector and stratum. For example, it may be that larger institutions are more likely to respond than the smaller ones.

Table B: Sample Survey Response by Sector and Stratum

Sector	Sample Stratum	Sample Size	Final Sample Size	Number of Responding Institutions	Percent Responding
Total		1,538	1,344	1,028	76.5
Certainty Sample		41	29	19	65.5
08	All	166	130	81	62.3
08	1	59	44	30	68.2
08	2	32	27	18	66.7
08	3	35	29	18	62.1
08	4	0	0	0	
08	5	40	30	15	50.0
09	All	1,331	1,185	928	78.3
09	1	192	169	139	82.2
09	2	280	245	191	78.0
09	3	243	212	167	78.8
09	4	444	415	332	80.0
09	5	172	144	99	68.8

Sample Stratum 1 = Arts and Sciences
 Sample Stratum 2 = Trade and Vocational
 Sample Stratum 3 = Business
 Sample Stratum 4 = Cosmetology
 Sample Stratum 5 = No CIP

NOTE: The total number of institutions shown in sectors 08 and 09 in Table B includes 1,538 institutions that constitute the sample size after the deletion of 26 institutions that ceased to exist or changed sector.

The final sample size includes 1,344 institutions that were in the sample, 83 institutions which migrated into these sectors since the survey mailout, and 13 HEGIS institutions. The 1,344 institutions constitute the sample size after the deletion of those institutions that ceased to exist or changed sector.

There were 1,028 responding institutions in the sample, 77 institutions which migrated into these sectors since the survey mailout, and 8 HEGIS institutions.

How To Obtain More Information

Additional copies of this report are available from the Education Information Branch, Office of Educational Research and Improvement at 202-219-1651 or 1-800-424-1616. The data are also available for purchase on magnetic tape from the Education Information Resources Division at 202-219-1522, or on 3½" floppy disk from the Institutional Studies Branch at 202-219-1358.

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